

THE CHILDFUND ALLIANCE CODE OF CONDUCT
Submitted and approved to ChildFund ExComm April 8, 2008

A. Statement of Purpose

ChildFund Alliance is a network of global, child focused organizations that support children's development and well-being and implement lasting and meaningful changes in the lives of impoverished children and families worldwide.

ChildFund Alliance is an effective global alliance, working to improve humanity by creating opportunity for the deprived, excluded and vulnerable children of the world. Operating worldwide, we strive to eradicate the root causes and the effects of poverty on children by implementing meaningful, sustainable solutions resulting in positive futures. Working together with children in need, their families and communities, we make a difference each and every day.

ChildFund's vision is of a world that respects the dignity and worth of each child; enables child participation; promotes well-being, hope, and resilience for children and families; and creates positive venues for social development. To achieve this vision, ChildFund works in close collaboration with children and strengthens family, community, and societal systems that support children's healthy development and protection amidst difficult circumstances caused by poverty, social exclusion, or humanitarian crisis.

As a child focused Alliance, ChildFund sets very high expectations regarding the ethical behaviour of its employees, Directors, volunteers and contractors. This Code of Conduct, which complements the Child Protection Policy, defines the core values and commitments that are the foundation of ethical conduct and practice. These values and commitments define ChildFund's collective identity, establish ChildFund's accountability, require adherence to the highest standards, and promote an organizational environment supportive of ChildFund's work to ensure children's well-being, rights, and protection.

The policies of ChildFund members should be consistent with this global Code of Conduct, which is not intended to replace members' own policies or rules and regulations. Each ChildFund member must have its own well-defined procedures and practices for implementing this Code of Conduct. This Code will be reviewed regularly and updated to comply with international standards and best practices for child focused agencies.

B. Application

All ChildFund members and their participants: staff, contractors, volunteers, partners, members of governing bodies (i.e. Board members), and other organizational representatives (all of whom are collectively referred to hereafter as "ChildFund representatives") adhere to the common values and commitments set forth in this Code of Conduct in their work with or through ChildFund. This Code is meant to be used in tandem with its companion policy, the ChildFund Alliance Child Protection Policy.

ChildFund sponsors, donors and other supporters are required to comply with the Code of Conduct when interacting directly with children and beneficiary communities, for example, when visiting or communicating with sponsored children.

C. Core Values

ChildFund members adopt the following values:

Honesty and integrity: We see honesty and integrity as necessary for being accountable to sponsors, donors, partners, communities, and the children and families we serve.

Cultural sensitivity: We value cultural diversity and expect everyone associated with ChildFund to be sensitive to the ways in which their own behavior, dress, and practices may be offensive to local people.

Dignity and respect: We view every child, fellow workers, and the governments, communities and families we work with as entitled to treatment with dignity and respect.

Confidentiality and informed consent: We work in an ethical manner that respects the principles of confidentiality and informed consent.

International human rights: We support international human rights standards, especially the UN Convention on the Rights of the Child and its Optional Protocols, and we view ChildFund programmes as a means of helping to fulfill children's rights.

Humanitarian principles: We see our work as humanitarian and seek to adhere to principles such as nondiscrimination, Do No Harm, gender equity, and neutrality, that is, not taking sides or playing favorites in a conflict.

D. Core Commitments

ChildFund Alliance holds these commitments to be inviolable:

Integrity and honesty: All ChildFund representatives must be forthright, transparent, and accurate in their dealings with others; accurate and honest in their communications; and avoid involvement in crime, corruption or practices that could tarnish the reputation of ChildFund or impair its work.

Accountability / stewardship: All ChildFund representatives must be transparent, honest, and lawful in all financial matters; exercise moral and legal responsibility; and show good stewardship in managing sponsors', donors' and partners' resources.

Respect: All ChildFund representatives must treat each other and those whom they serve with dignity and respect.

Cultural sensitivity: All ChildFund representatives should demonstrate among themselves and with others an appreciation of the values and practices of different ethnic and religious groups. They should be aware of local cultural beliefs and norms, respect unharmed local practices such as norms of dress and behavior, and avoid demeaning local people and customs.

Sexual conduct: ChildFund representatives must create a work environment free of sexual harassment. Also, ChildFund representatives must not abuse their power and authority by tacitly or explicitly demanding sex from a subordinate or from a beneficiary or by engaging in other forms of sexual exploitation. Relationships that are based on a tacit or explicit abuse of power will be regarded as violations of this Code.

Promote human rights: All ChildFund representatives must respect human rights, including gender equity, and nondiscrimination. Expressly prohibited are discrimination, harassment, sexual harassment, and exploitation, including sexual exploitation. These terms are as defined in the ChildFund Child Protection Policy and are extended here to adults.

Reporting: All ChildFund representatives are obligated to report violations of the Code in accordance with procedures established by their respective member organization and as required by local law.