

All Survivors Project Code of Conduct

All Survivors Project (ASP) work is grounded in principles articulated in ASP's Core Values. It is essential that our commitment to human rights and humanitarian principles is supported and demonstrated by all members of staff, volunteers and other representatives.

The Code of Conduct provides clear guidance on what we expect of our staff and volunteers and other representatives, as well as providing examples of conduct that will always be unacceptable. It is the responsibility each individual involved in ASP's work to ensure our behaviour is consistent with ASPs values and principles.

As an employee or representative of ASP, you are expected to promote its values and principles and protect its reputation by:

- Working actively to protect and promote human rights by complying with ASP's this code of conduct and other ASP's policies and protocols including on child protection.
- Respecting the basic rights of others by acting fairly, honestly and tactfully, and by treating people with dignity and respect.
- Maintaining high standards of personal and professional conduct.
- Protecting the safety and well-being of yourself and others.
- Protecting the organisation's assets and resources.
- Reporting any matter that breaks the standards contained in this Code of Conduct

ASP therefore does not tolerate the following:

- Engaging in sexual relations with anyone under the age of 18, or abuse or exploit a child in any way.
- Exchanging money, employment, goods or services for sexual favours.
- Drinking alcohol or use any other substances in a way that adversely affects your ability to do your job or affects the reputation of the organisation.
- Being in possession of, nor profiting from the sale of, illegal goods or substances.
- Accepting bribes or significant gifts from governments, beneficiaries, donors, suppliers or others, which have been offered as a result of your employment or other engagement in ASP research, advocacy or other activities.
- Undertaking business for the supply of goods or services to ASP with family, friends or personal contacts or use ASP's assets for personal benefit.
- Behaving in a way which threatens your security or that of others.
- Using the organisation's computer or other equipment to view, download, create or distribute inappropriate material, such as pornography.