



Action for Conflict Resolution ACR's Code of Conduct¹

ACR adopted from Humanity code of Conduct in its system

- All people have the right to adequate nutrition, sanitation, health care, housing, and education and to be treated with respect, dignity, and courtesy.
- Staff members will promote the human rights of all people and may not discriminate on the basis of an individual's race, color, ethnicity, national origin, religion, age, political affiliation, gender, sexual orientation, marital status, pregnancy, or disability.
- Staff members are accountable to local, national, and international laws and should be aware of the consequences for violating these laws.
- Sexual exploitation, sexual abuse, corruption, trafficking of adults or children, forced early marriage and other abuse by staff members constitute acts of gross misconduct and will result in disciplinary action, up to and including immediate termination of employment.
- In accordance with international law, sexual activity with a child (a person under age 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of a person is not a defense.
- Staff members are prohibited from having sexual relationships with beneficiaries. These relationships are often based on unequal power dynamics and may undermine the credibility and integrity of humanitarian work.
- Exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior, is prohibited. This includes the exchange of money, employment, goods, or services for sex, including sexual favors or other forms of humiliating, degrading or exploitative behavior, for selection as a beneficiary or assistance as a beneficiary.
- When a staff member has concerns or suspicions of sexual exploitation or sexual abuse committed by a fellow worker, whether or not the person is affiliated with the organization, he or she must report such concerns in accordance with the procedures adopted by the humanitarian community for complaints.
- Organization supervisory employees will aspire to promote equal opportunity in hiring and to

¹Adapted from the Interagency Standing Committee (IASC) Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises.

prohibit job discrimination based on race, color, religion, ethnicity, national origin, age, disability, gender, marital status, pregnancy or sexual orientation.

- Staff members are obliged to create and maintain an environment that prevents sexual exploitation and abuse and promotes implementation of organization Code of Conduct. Managers at all levels have a particular responsibility to support and develop systems that maintain this environment.

NAME:----- SIGNATURE:-----

Title: ----- DATE :-----
