**GOAL Code of Conduct**

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**General Distribution**: CEO Office, SMT, Board of Directors.

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1. Introduction

In this Code of Conduct (hereinafter, the “**Code**”), reference to GOAL shall include reference to GOAL (International), GOAL US Fund and all GOAL subsidiaries, branches and/or liaison offices, as well as other entities established in programme countries from time to time (together hereinafter referred to as “**GOAL**”).

As GOAL works towards its mission of ensuring that the poorest and the most vulnerable people in the world have access to the fundamental rights of life, we, as GOAL employees and representatives, must always uphold and be seen to practice the highest standards of behaviour, accountability and integrity with everyone we encounter. This will ensure that we deliver the best service to the communities with whom we work and protect and uphold GOAL’s image and reputation.

The Code sets out behaviour deemed to be acceptable, and that which is unacceptable. It defines your responsibilities while connected with GOAL. The examples given are, by definition, non-exhaustive. Where the Code does not address any specific issues or ethical dilemmas that arise, common sense should be applied. If in doubt, discuss the matter with a line manager or an HR representative.

As local laws and customs differ widely across the world, the Code is informed by international human rights law, UN standards, and best practice guidelines from the humanitarian sector (including GOAL’s own policies and experience). It applies regardless of location and local law. GOAL is also bound by the code of conduct of International Red Cross and Red Crescent found [**here**](https://www.icrc.org/en/doc/assets/files/publications/icrc-002-1067.pdf)and the Core Humanitarian Standards found [**here**](https://corehumanitarianstandard.org/files/files/Core%20Humanitarian%20Standard%20-%20English.pdf). Both of these should be read and understood alongside the Code.

2. Who must comply with the Code?

The Code is applicable to every GOAL employee, director, volunteer, visitor, partner, consultant, intern and staff member on secondment from other organisations. All are obliged to create and maintain an environment that promotes the implementation of the Code.

Those in positions of authority in GOAL have a particular duty to act as positive role models in upholding the organisation’s standards, and to support and develop appropriate systems to maintain such an environment. The Code is integral to every contract, terms of reference or agreement that our organisation enters into or is party to. Failure to adhere to the Code may result in disciplinary action being taken, up to and including dismissal, and may lead to criminal prosecution.

All GOAL staff, directors, consultants, secondees, interns, volunteers, and visitors are required to confirm, on an annual basis, that they have read, agree with, and will adhere to the Code.

3. The Code

1. I will promote all fundamental human rights.
2. I will not discriminate directly or indirectly on the grounds of gender, marital status, family status, sexual orientation, religion, age, disability, race, political affiliation, social status or membership of an ethnic community.
3. I will treat every person with respect, dignity and courtesy. I will act in a supportive, professional manner towards all those I work with. I will contribute towards building a harmonious workplace.
4. I will obey international law and the laws of the country where I am based, and respect local customs.
5. I will not allow my personal views to affect GOAL’s status as a non-religious, non-political organisation.
6. I will not commit any act, or consent to any act being committed, that could cause physical or psychological harm or suffering to any person. I will be particularly conscious of the vulnerabilities of women and children in this regard. I understand that sexual activity with children (persons under the age of 18) is strictly prohibited. This applies regardless of local laws and customs regarding age of majority and/or consent. Mistaking the age of a child will not be permitted to form any part of a defence.
7. I will not abuse any real or perceived power that accrues from my position in GOAL.
8. I will not seek to influence humanitarian assistance, give preferential treatment, offer employment or promotion, or give or receive money in order to obtain gifts or advantages or sexual favours.
9. I will not enter into any sexual activity which may be perceived as an exploitation of an unequal power dynamic. Such behaviour, or any other behaviour that is humiliating, degrading or exploitative, undermines the credibility and integrity of humanitarian aid work. I recognise that it is my obligation to report any concerns, via GOAL’s Whistleblowing Policy, of suspected wrong-doing by any humanitarian worker from any agency.
10. I will not excuse or ignore or participate in corrupt, fraudulent, exploitative, or unethical activities. This includes, but is not limited to the trafficking of people, participating in any armed, political or religious conflict, dealing in illegal drugs, gems or arms or using the services of a sex worker.
11. I will uphold the highest standards of efficiency, competency, integrity and transparency. I will strive for the most efficient and effective use of GOAL resources.
12. I will disclose all financial interests and outside employment that may impact my GOAL responsibilities either in fact or appearance.
13. I will behave in such a manner as to avoid any unnecessary personal risks that may impact on the health, safety and welfare of myself and others. This includes partner organisations and beneficiaries.
14. I will not be under the influence of alcohol or drugs, which include illegal drugs and misused prescription medication, while engaged in GOAL duties. I will not work while impaired by a lawful prescription medication or over-the-counter drugs. I will be fit to carry out my role in GOAL and fulfil my responsibilities.
15. I will exercise due care in all matters of official business and not divulge any confidential information about beneficiaries, colleagues, or other work-related matters.
16. I understand that I am not authorised to speak to the media on behalf of GOAL, or in respect of GOAL programmes or the situation in a country where GOAL is based, except if I am given explicit permission in writing to do so by my Line Manager or Country Director.
17. I understand that I may face disciplinary action if I place unauthorised posts on social media that bring GOAL into disrepute, or cause offence to a host country and/or any section of its community.
    1. The Code should be read in conjunction with the following policies:
    * Whistle-blowing Policy (provides guidance for reporting concerns and wrong-doing)
    * Child Protection and Safeguarding Policy
    * Anti-Fraud Policy
    * Conflict of Interest Policy
    * Protection Against Sexual Exploitation and Abuse

The above standards and those already set out in the Code apply to all GOAL staff, including all GOAL head office and field staff, all GOAL entities’ Boards of Directors, consultants, secondees, interns, volunteers and visitors and apply to any business dealings with Governments or other donors on GOAL’s behalf.

4. Certification

I am aware of my obligation to comply with the Code and the associated policies and I commit to disclosing any concerns of suspected wrong-doing related to the Code and the associated policies, via the mechanisms outlined in GOAL’s Whistleblowing Policy. I understand that GOAL is committed to treating any such disclosure in a confidential and anonymous way with no risk of retaliation. I confirm that I am aware of the consequences of non-compliance with the Code and the associated policies which will include immediate disciplinary action, up to and including dismissal and/or criminal prosecution where relevant.

GOAL’s Complaints Response Director can be reached at:

**speakup@goal.ie**

By signing below I confirm that I have read, agree with, and will adhere to the Code.

Name (block letters): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_