

## Code of Conduct

### for Organizations led by Refugees or Other Persons of Concern to UNHCR

#### **Introduction**

Organizations or associations led by refugees, or other persons of concern to UNHCR, that sign a Grant Agreement with UNHCR to implement certain activities on behalf of UNHCR, are required to commit to the core principles and values of UNHCR.

All humanitarian assistance should be guided by the fundamental principles of humanity, impartiality, neutrality and independence and UNHCR and its partners should carry out its activities to the highest ethical, personal and professional standards. UNHCR is committed to gender equality, a rights-based and community-based approach in the delivery of its services.

The Organization should ensure that all members, or personnel, are familiar with these principles and that they sign the individual undertaking.

#### **Undertaking**

Each person implementing activities under this grant agreement agrees to:

- Respect and promote the fundamental human rights of all, without discrimination of any kind and irrespective of social or legal status, race, ethnicity, nationality, religion, gender, sexual orientation, age, marital status, political affiliation or disability.
- Refrain from any involvement in criminal or unethical activities, activities that contravene human rights, or activities that compromise the image and interests of UNHCR.
- Never request the exchange of money, employment, goods or services for sexual favours or other forms of humiliating, degrading or exploitative behaviour.
- Refrain from any sexual activity with children, that is, persons under the age of 18, regardless of what the age of majority or consent locally may be.
- Never abuse authority, position or influence in the implementation of the Agreement by withholding protection, humanitarian assistance or services to beneficiaries or potential beneficiaries.
- Refrain from giving preferential treatment to certain persons or groups in order to solicit sexual or other favours, gifts, payments or any other advantage.

- Refrain from disclosing, or discussing, any confidential information about the beneficiaries of the agreement or other information obtained during the implementation of the Agreement except with the Management of the Organization or UNHCR.
- Uphold the highest standards of efficiency, competence, integrity and transparency in the provision of protection, goods and services under the Agreement.
- Perform duties and conduct private affairs in a manner that avoid conflicts of interest.

Signed by

(name)

(date)

(place)