



Movement for Community-led Development – US Code of Conduct

Adopted July 1, 2023, References to new policies as of January 6, 2024

The core objective of this Code of Conduct is to have professionalism, respect, tolerance, integrity, transparency and social justice reflected in the interactions of all those who represent the Movement for Community-led Development–US (MCLD US).

The Code serves to create and preserve a sound and positive image of MCLD US, its management, activities and personnel as professional, ethical and socially responsible.

MCLD US's Code of Conduct is a set of guiding standards and principles that all representatives of the Movement for Community-led Development US adhere to in practice and in spirit in all their decisions, procedures, actions and interactions.

The image, role and achievements of an organization are based on the way in which individuals affiliated or associated with that organization behave. Although the tenets of the Code of Conduct are based on organizational principles, the responsibility to work in accordance with the Code lies fully with the individual.

Individuals Concerned

This Code of Conduct applies to each person who represents MCLD US, including MCLD US Affiliated Persons and MCLD US Associated Persons as defined below:

MCLD US Affiliated Person is anyone officially affiliated with MCLD US: it refers to all full time and part time staff members, board members, volunteers and /or interns under direct supervision of staff, and any other person who is officially contracted to represent MCLD US.

Affiliated Persons are expected to comply with the principles and requirements specified in this code.

MCLD US Associated Person is anyone not officially affiliated with MCLD US who may however be associated or perceived to be associated with MCLD US: it refers to partner organizations, vendors, consultants, independent contractors and subcontractors, funders, guests, or any other person who is perceived to be associated with MCLD US.

Associated Persons are expected to act in accordance with the principles and requirements specified in this code.

Overview

All MCLD US representatives have the responsibility to enhance the reputation of MCLD US. The organization should always be portrayed in a manner which promotes the principles embodied in the Code, and all representatives should communicate positively and sensitively, respect everyone's rights and treat all with respect.

MCLD US representatives are expected to demonstrate the same attitudes and behavior we expect to facilitate in every community. We must be sensitive to local cultural practices and take special care in manner of speech, action and behavior.

Matters of abuse, such as of alcohol, drugs or other, as well as matters of harassment, such as sexual or other, are unacceptable and, where necessary, will be addressed according to law.

Code Articles

Cooperative Climate: MCLD US representatives strive to create an atmosphere of openness, mutual respect and teamwork in relation to colleagues, partners and other actors and take full responsibility for all tasks assigned.

Discrimination: MCLD US representatives accord every person basic respect and dignity and do not discriminate based on class, caste, national origin, religion, ethnicity, gender, sexual orientation, race, disability, age or economic status, either in an official capacity or in general treatment of an individual.

Environment: When there is an option, MCLD US representatives prioritize alternatives that promote a better environment and do not undertake any activity that unduly pollutes or erodes natural resources.

Gender Sensitivity: MCLD US representatives give equal respect to all persons regardless of their gender identity, gender expression, or sexual orientation and fully accept the principles of gender equity.

Information and Communication: Whenever possible, and in accordance with the law, MCLD US representatives uphold the principles of openness, transparency and accessibility of information. Appropriate personal and funder confidentiality is adhered to by all MCLD US representatives.

Integrity and the Use of Resources (financial, material and time): Representatives of MCLD US put resources to their best possible use, always remembering that they have been entrusted to us by our members and funders.

Learning Culture: At every opportunity, the advancement of learning and an approach of continuous improvement are adopted across the organization. Reflection, analysis and documentation of how successes have occurred, or why they have not occurred, are a routine aspect for all individuals and groups that represent MCLD US.

Professional and Legal Standards: MCLD US representatives keep informed about, and abide by, current MCLD US policies, professional standards and laws that govern the practice of their respective responsibilities

Social Justice: MCLD US representatives work to have organizations with which we are affiliated, with which we do business, or from which we purchase products, provide their employees with decent working conditions in alignment with our values of promoting social justice and preserving human dignity.

Protection from Sexual Exploitation and Abuse:

- Sexual exploitation or abuse by any MCLD US representative constitutes an act of gross misconduct and is therefore grounds for termination of employment.
- Any sexual activity with a child (person under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of a child is not a defense.
- Exchange of money, employment, goods, or services—including assistance that is due to community partners—for sex, sexual favors or other forms of humiliating, degrading or exploitative behavior is prohibited.
- Sexual relationships between MCLD US representatives and community partners are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of community development work.
- If the sexual abuse and/or harassment are illegal according to local law, measures will not only include termination of employment but also reporting of the offence to the local authorities. If a MCLD US representative has concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, s/he must report such concerns via established reporting mechanisms.
- All MCLD US representatives are obliged to create and maintain an environment that prevents sexual exploitation and abuse and promotes the implementation of the code of conduct. Managers at all levels have particular responsibilities to support and develop systems that maintain this environment.

Attestation: As a representative of the Movement for Community-led Development, I attest that I have read and fully understand this Code of Conduct, as well as our policies on Financial Integrity, Counter-Terrorism and Money Laundering, and Safeguarding, Anti-Trafficking and Child Protection Policy.

Signature:

Date:

Name (print):

Title or Role: