



The Movement for Community-led Development Code of Conduct

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 (MCLD).

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

MCLD's Code of Conduct is a set of guiding standards and principles that all representatives of the Movement for Community-led Development 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, including MCLD Affiliated Persons and MCLD Associated Persons as defined below:

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

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

MCLD Associated Person is anyone not officially affiliated with MCLD who may however be associated or perceived to be associated with MCLD: 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.

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

At a minimum, the following will be required to sign the Code of Conduct:

- a) All Global Assembly members
- b) All Secretariat Staff
- c) All coordinators
- d) All National Association Board members* (see note in f below)

- e) All Working Group members, including those of the Youth Task Force
- f) All members and member organizations through their authorised signatories. In the case of countries with National Associations, members will sign the code of conduct of the NA. The Global Assembly expects all NAs to adopt this code of conduct as it reflects the basic values of MCLD. The Global Assembly recognises that country context may sometimes necessitate some adaptations to the language of the code of conduct or certain additionalities based on legal requirements or the specific situation in the country. Should this be the case, the National Association should submit the modified proposed code of conduct to the Global Assembly through the MCLD Global Secretary. Should the proposed modifications appear to comprise the principles of MCLD, the case will be reviewed and decided by the Policy Working Group of the Global Assembly.

Overview

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

MCLD 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 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 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 representatives prioritize alternatives that promote a better environment and do not undertake any activity that unduly pollutes or erodes natural resources.

Gender Sensitivity: MCLD 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 representatives uphold the principles of openness, transparency and accessibility of information. Appropriate personal and funder confidentiality is adhered to by all MCLD representatives.

Integrity and the Use of Resources (financial, material and time): Representatives of MCLD 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.

Professional and Legal Standards: MCLD representatives keep informed about, and abide by, current MCLD policies, professional standards and laws that govern the practice of their respective responsibilities in the countries in which they reside.

Social Justice: MCLD 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 representative constitutes an act of gross misconduct and is therefore grounds for termination of employment or association with MCLD, as the case may be.
- 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 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/membership but also reporting of the offence to the local authorities. If a MCLD 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 representatives are obliged to create and maintain an environment that prevents sexual exploitation and abuse and promotes the implementation of the code of conduct. National Associations and the Global Secretariat have particular responsibilities to support and develop systems that maintain this environment.

Violation of the Code of Conduct

Violations of the Code of Conduct as well as any form of abuse should immediately be reported to the MCLD Global Secretary or to the Chair of Global Assembly. If the complaint covers both the Global Secretary and the Chair, then it should be made to the Vice Chair of the Global Assembly. MCLD is committed to protecting all who report in good faith (see Whistleblower Policy for further details on reporting, action and protection)

Violations may result in termination of any relationship with MCLD, cancellation of contracts and any other action deemed necessary by the laws of the country in which the violation has occurred.

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 Safeguarding, Anti-Trafficking and Child Protection.

Signature:

Date:

Name (print):

Title or Role: