

Ukrainian Victory Campaign Code of Conduct and Ethics

1. Purpose

The Code of Conduct and Ethics outlines the standards of behaviour expected from all members, volunteers, and representatives of the Ukrainian Victory Campaign (UVC). It is designed to foster a respectful, inclusive, and effective environment that supports the organisation's goals and mission.

2. Core Values

All members are expected to uphold and promote the following values:

- **Solidarity** with the Ukrainian Defenders and commitment to Ukrainian sovereignty and independence. Members must publicly and privately support the Ukrainian Armed Forces.
 - **Respect** for diverse opinions, backgrounds, and identities.
 - **Integrity** in all dealings, both internal and external.
 - **Transparency** in organisational operations and decision-making.
 - **Accountability** for actions, commitments, and representations made on behalf of UVC.
-

3. Expected Conduct

All members must:

- Act with honesty, dignity, and respect in all interactions.
- Treat fellow members, the public, and partners with courtesy, kindness, and fairness.
- Represent the organisation truthfully and refrain from spreading misinformation.
- Contribute positively to events, campaigns, and activities.

- Protect confidential or sensitive information shared within the organisation.
 - Respect the decisions made by the Executive Committee and the democratic process within UVC.
 - Comply with all applicable laws, including those relating to privacy, charity regulations, and public safety.
-

4. Unacceptable Behaviour

The following behaviours are strictly prohibited:

- Discrimination, harassment, bullying, or hate speech in any form.
 - Engaging in violence, threats, or intimidation.
 - Acting in a way that undermines or damages the reputation, goals, or unity of the UVC.
 - Misuse of funds, organisational resources, or confidential information.
 - Falsifying records, misrepresenting UVC's positions, or breaching fiduciary duty.
 - Affiliation with organisations or actions that are contrary to the values or mission of UVC.
-

5. Conflicts of Interest

Members must disclose any actual or potential conflicts of interest to the Executive Committee. This includes, but is not limited to:

- Financial interests in decisions being made
 - External affiliations that may compromise impartiality
 - Public statements that contradict UVC's goals or ethics
-

6. Disciplinary Action

Violations of this Code may result in disciplinary measures, including:

- Formal warnings
- Suspension from membership or committee positions
- Termination of membership
- Referral to legal authorities (if appropriate)

The Executive Committee will investigate all serious breaches and ensure fair and impartial handling of any complaints.

7. Acknowledgement

All members are required to confirm that they have read, understood, and agreed to this Code of Conduct as part of their membership registration.