

GADC Code of Conduct

GADC works to achieve a just Cambodia where all people, especially women and girls, are equally empowered to participate in development and to protect and fulfil their human rights. Our Code of Conduct provides a shared understanding to GADC representatives on how to demonstrate our values through our work and organizational culture and norms. GADC representatives should be role models to inspire broader society to advance gender equality as a fundamental human right.

GADC's Values

Equality: We believe that everyone, regardless of gender, race, religion, indigenous status or disability, has a right to derive equal benefits from economic, social and political development and the right to equal treatment without discrimination. Women have been historically marginalized, and require affirmative action to achieve equality.

Participation: We believe that all persons should be involved in decision-making that affects their lives, and they should have the freedom to express themselves in matters of political representation, economic opportunities, and social protections. Women and girls must participate as equals in matters concerning family, community, and citizenship.

Solidarity: We believe in partnerships, building alliances, and supporting each other in all our work. We respect each other's differences, but recognize our interdependence on each other in building a gender-inclusive society.

This Code of Conduct must be known and followed by all GADC staff, volunteers, Board members, consultants and representative of GADC such as youth and network members. Each of us have a responsibility to incorporate, and encourage other GADC representatives to incorporate, the Code and values into our work.

INTEGRITY

GADC representatives are expected to observe the highest standards of ethics and integrity in their conduct. We should always be honest, fair and truthful in all of our dealings. Those we engage with inside and outside of GADC expect integrity from us. Honesty and integrity also applies to things we do not do, for example, if we see dishonesty in others and do not report it, this will reflect on our own honesty and integrity. We must never attempt to deceive or mislead others, either by our conduct or our silence.

As a GADC representative, I will at all times:

- Comply with and respect all applicable laws and regulations governing the country of Cambodia;
- Faithfully observe GADC's organization policies, rules, regulations and contracts;
- Deal honestly, fairly and in an empowering way with GADC's networks, project partners, co-workers, management, beneficiaries and the general public;
- Respect GADC's intellectual property rights and the confidentiality of information, plans and decisions, information regarding employees, and any other information which is not public knowledge;
- Employees are required to observe the confidentiality of GADC policies, papers and files, which should not be disclosed to anyone outside the organization without the permission of the Executive Director;