

Code of Conduct

In accordance with the mission and practice of the National Organisation for Women in Sport Physical Activity and Recreation (NOWSPAR) and principles of international law and codes of conduct, all NOWSPAR staff, including both international and national, regular, full- and part-time staff, interns, contractors, and volunteers, are responsible for promoting respect for fundamental human rights, social justice, human dignity, and respect for the equal rights of men, women, and children.

While respecting the dignity and worth of every individual, the NOWSPAR staff will treat all persons equally without distinction whatsoever of race, gender, religion, colour, national or ethnic origin, language, marital status, age, socio-economic status, disability, political conviction, or any other distinguishing feature. NOWSPAR workers recognize that certain international standards of behaviour must be upheld and that they take precedence over local and national cultural practices. While respecting and adhering to these broader frameworks of behaviour, NOWSPAR specifically requires that NOWSPAR workers adhere to the following Code of Conduct.

Commitment to NOWSPAR Code of Conduct

(1) A NOWSPAR worker will always treat all persons with respect and courtesy in accordance with applicable international and national conventions and standards of behaviour.

(2) A NOWSPAR worker will never commit any act that could result in physical, sexual, or psychological harm to the beneficiaries we serve.

(3) A NOWSPAR worker will not condone or participate in corrupt activities or illegal activities.

(4) NOWSPAR and NOWSPAR workers recognize the inherent unequal power dynamic and the resulting potential for exploitation inherent in civil society work, and that such exploitation undermines the credibility of our work and severely damages victims of these exploitative acts and their families and communities. For this reason, NOWSPAR workers are discouraged from engaging in sexual relationships with beneficiaries.¹ Sexual activity with children (persons under the age of 18) is strictly prohibited.

(5) A NOWSPAR worker must never abuse his or her power or position in the delivery of programs, neither through withholding assistance nor by giving preferential treatment including requests/demands for sexual favors or acts.

(6) It is expected of all NOWSPAR workers to uphold the highest ethical standard of integrity, accountability and transparency in the delivery of goods and services while executing the responsibilities of their position.

(7) A NOWSPAR worker has the responsibility to report any known or suspected cases of alleged misconduct against beneficiaries to senior management (as outlined in the reporting pathway) immediately. Strict confidentiality must be maintained to protect all individuals involved.

I, the undersigned, hereby declare that I have read and understand this Code of Conduct. I commit myself to exercise my duties as an employee of NOWSPAR in accordance with this Code of Conduct. I understand that if I do not conform to the Code of Conduct, I may face disciplinary sanctions.

Name: _____
 Function: _____
 Signature: _____
 Date: _____

Name: _____
 Snr Managers' Position: _____
 Signature: _____
 Date: _____

¹ A beneficiary is a person that directly benefits from the program activity e.g coaches, youth leaders among others