



THE ALLIANCE OF WOMEN ADVOCATING FOR CHANGE

AWAC CODE OF CONDUCT AND ETHICS POLICY

OCT 2024

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On behalf of The Alliance of Women advocating de Change (AWAC) Board Members (BM), we hereby certify that this **AWAC Code of Conduct and Ethics Policy** has been duly passed and adopted as part of the Corporate Governance Policies of AWAC.

Signed and sealed this 6th Day of Oct 2024



IMMACULATE B. OWOMUGISHA
BOARD CHAIRPERSON
AWAC BOARD OF DIRECTOR



KYOMYA MACKLEAN
EXECUTIVE DIRECTOR & SECRETARY TO THE BOARD

DATE: 6th Oct 2024

PLACE: At AWAC Office

AWAC CODE OF CONDUCT AND ETHICS

1. Introduction

AWAC is committed to promoting human rights, gender equality, and advocacy for marginalized women, particularly female sex workers. This **Code of Conduct and Ethics Policy** outlines the standards of behavior expected of all AWAC employees, volunteers, board members, partners, and any individuals acting on behalf of the organization. It is rooted in the principles of integrity, respect, accountability, and transparency.

2. Purpose

The purpose of this Code of Conduct and Ethics is to:

- Ensure ethical behavior across all levels of AWAC operations.
- Foster a culture of integrity, fairness, and mutual respect.
- Promote compliance with all relevant laws, regulations, and internal policies.
- Provide a framework for addressing violations of the code.

3. Core Values

At AWAC, we believe in the following core values, which guide our work:

- **Human Dignity and Respect:** We respect and protect the rights and dignity of all individuals, particularly marginalized groups.
- **Gender Equality:** We strive for the equality of all genders and promote the empowerment of women and girls.
- **Accountability:** We hold ourselves accountable to our beneficiaries, partners, donors, and each other.
- **Integrity:** We conduct all our affairs in an honest and ethical manner, free from conflicts of interest.
- **Transparency:** We ensure openness in all our operations, finances, and decision-making processes.
- **Non-discrimination:** We do not tolerate discrimination of any kind, including on the basis of gender, race, religion, sexual orientation, or any other status.

4. Behavioral Expectations

4.1 Integrity and Professionalism

- Employees, board members, volunteers, and representatives of AWAC must act with integrity, honesty, and professionalism in all their dealings, both within and outside the organization.

- Any form of fraudulent or corrupt practices, including but not limited to bribery, embezzlement, and falsification of documents, is strictly prohibited.
- Conflicts of interest should be avoided, and where they cannot be avoided, they must be disclosed in writing to relevant supervisors or the Board.

4.2 Confidentiality

- AWAC personnel must maintain the confidentiality of sensitive information, including personal data, internal documents, and financial records. Unauthorized disclosure of such information is prohibited unless legally mandated.
- Information about beneficiaries, especially female sex workers with multiple and intersecting vulnerabilities in their diversities, must be handled with the utmost sensitivity and care to ensure their safety and privacy.

4.3 Respectful Treatment and Non-Discrimination

- All individuals associated with AWAC are expected to treat others with dignity and respect, regardless of their background, gender, ethnicity, religion, education background or status.
- Any form of harassment, bullying, or discrimination in the workplace or community is unacceptable and will result in disciplinary action.
- AWAC is committed to providing a safe and inclusive work environment free from sexual harassment, exploitation, and abuse.

4.4 Protection from Sexual Exploitation and Abuse (PSEA)

- AWAC maintains a zero-tolerance policy for sexual exploitation and abuse. Any AWAC representative found engaging in sexual exploitation or abuse of any beneficiary will face immediate termination and legal action.
- Personnel must refrain from any sexual activity with beneficiaries, as it creates unequal power dynamics.

4.5 Child Protection

- In all its programming, AWAC is committed to protecting children from abuse, exploitation, and neglect. Personnel are expected to abide by child safeguarding principles in all interactions involving minors.

5. Use of Resources

AWAC's resources—including finances, equipment, facilities, and intellectual property—must be used responsibly and solely for the benefit of the organization's objectives.

- Employees and representatives must avoid misusing AWAC's assets for personal gain or benefit.
- Financial management practices must follow transparency, accuracy, and accountability to prevent misuse of funds.

6. Health, Safety, and Wellbeing

AWAC is committed to providing a healthy and safe working environment. Employees, volunteers, and representatives are expected to:

- Take reasonable steps to ensure their safety and the safety of others.
- Report any health or safety concerns or hazards promptly to supervisors or management.
- Promote the mental and emotional well-being of colleagues and beneficiaries, fostering a supportive environment.

7. Compliance with Laws and Policies

All AWAC employees, volunteers, and representatives are expected to comply with the following:

- **Local and International Laws:** Abide by all applicable national and international laws and regulations governing human rights, labor, and nonprofit operations.
- **AWAC Policies and Procedures:** Follow all internal policies, including the whistleblowing policy, anti-corruption policy, sexual harassment policy, and child protection policy.

8. Conflict of Interest

Conflicts of interest arise when personal interests could improperly influence the performance of one's duties or responsibilities. Personnel must:

- Avoid situations where personal relationships or financial interests' conflict with AWAC's work.
- Disclose any actual or potential conflict of interest to supervisors or management.

9. Reporting Violations and Whistleblowing

AWAC encourages an environment where employees and other stakeholders can report any unethical behavior or violations of this code without fear of retaliation. Reports of misconduct can be made anonymously through AWAC's whistleblowing mechanisms, and all concerns will be investigated thoroughly and fairly.

- Retaliation against any individual who reports violations in good faith will not be tolerated.

10. Disciplinary Measures

Violations of this Code of Conduct and Ethics will result in disciplinary action, which may include:

- Verbal or written warnings.
- Suspension or termination of employment or volunteer service.
- Legal action, depending on the severity of the violation.

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