



FIAN International

Charter of Ethical Principles

The following Charter of Ethical Principles applies to all FIAN International entities – elected bodies of the International Council: International Board, Election Committee, Auditors - , the International Secretariat and its staff members, as well as national sections/coordinations’ staff and board, and individual members and volunteers.

Table of Contents:

Overarching Principles.....	1
On Governance.....	2
Working relationships.....	4
Public Trust and Accountability.....	4
Implementation of Recourse Mechanisms in the Context of Dispute, Conflict, and Grievance.....	5

Overarching Principles

Human Rights and Dignity

FIAN International promotes human rights and does not abuse any person’s human rights. FIAN International and all its staff, volunteers and members at all times respect human rights principles of Universality, Indivisibility, Non-Discrimination, Participation, Accountability, Transparency, Human Dignity and Rule of Law.

Non-Discrimination

FIAN International members and staff refrain from the practice of discrimination on the basis of ethnical or geographical origin, color, gender, language, religion, political or other opinion, national or social origin, relation to any community, property, economic and social condition, sexual orientation, sexual identity, birth, disability or other personal status.

Accountability

FIAN International is accountable for its actions and decisions to the peoples and the communities it serves, to its staff and members, and to the public at large. Accountability stipulates the right of recourse in the context of dispute, conflict, and grievance.

Transparency

FIAN International is committed to openness, transparency and honesty about its mission, policies and activities.

Responsibility

FIAN International conducts its activities in support of communities worldwide that struggle for their human rights. All resources must be used exclusively in line with FIAN International's mandate and to be treated with utmost seriousness.

Credibility

FIAN International is honest and truthful in its dealings with the people it serves, its staff, members, partner organizations, donors, governments, international organizations and the public in general, and respects the laws of any jurisdiction in which it is active. FIAN International condemns corruption, bribery, and other financial improprieties or illegalities. FIAN adheres to generally-accepted standards of technical accuracy and honesty in presenting and interpreting data and research, using and referencing independent research.

Non-Violence

FIAN International is committed to pursue its mission and objectives through non-violent means.

Democratic and participatory principle

FIAN International governance bodies and decision making of all entities follows democratic and participatory principles.

On Governance

Members' Commitment

By becoming a member of FIAN International, every individual and group agrees to enter into a relationship of rights and duties, which are ruled in the statutes and governing documents. The rights include the right to participation in decision making, joining FIAN's work program, and to represent it within the mandate defined in line with the existing rules; the duties include to respect the commonly agreed strategies and governing rules and to contribute with a membership fee to the organization at the Section or international level/scale to contribute to its financial sustainability and political independence.

Role Differentiation

The different entities and members of the organization – Members, International Secretariat, International Board members and other elected bodies – recognize their different functions according to the Statutes and other governing documents. Sections, who are the members of FIAN International, recognize to have the same duties and rights towards each other. No power hierarchies due to financial status, communication capability, or other inequalities are tolerated by FIAN International.

Coherence and Compliance

Every staff and member of FIAN International agrees to abide by the commonly agreed strategies and governing rules to achieve best impact for the communities we support, and the aims FIAN International advocates for.

Independence

FIAN International is independent. Its policies, vision, and activities are defined solely by its entities, in line with its statutes and are not to be determined or influenced by any for-profit corporation, donor, government, government official, political party, faith group, other CSO, or any other interest. The organization shall not be aligned or affiliated with any political party or to a specific religious institution.

Autonomy

The organization governs itself autonomously and democratically, according to the governance structure it selects for itself. It is to be equipped to control its own activities. FIAN International entities have Statutes and other governing documents, a board, regular meetings and activities.

Not-For-Profit

FIAN International is organized and operated as a not-for-profit organization. Thus any income that is generated is to be utilized solely to help the organization fulfill its mission and objectives. No part of FIAN International is to inure to the benefit of the board, staff or members of the organization, or to any other private persons, except for the provision of reasonable compensation for services provided to the organization, and cover the reasonable costs of participation for the volunteer members of the governing bodies.

Protection from Sexual Harassment, Exploitation and Abuse

FIAN International is obliged to create, promote and maintain an environment that prevents sexual harassment, exploitation and abuse. The Board Members and Coordinators of the international/national Secretariats have a particular responsibility to support and develop systems that maintain this environment.

Gender, Diversity and Minority Equity

FIAN International Board Members, secretariat coordinators and staff shall promote gender diversity and minority equity in recruiting, training and professional advancement.

Protection of the Organization's Reputation

FIAN International staff and members, both internally and externally, behave in a way that does not damage the reputation of the organization. This applies to all public activity, including on the internet and on social networks.

Confidentiality

FIAN International maintains the confidentiality of personal information on staff, people and communities it serves and others, unless the individuals waive this right.

Diverse Governing Board Members

The governing bodies of FIAN International entities reflect diversity of membership. Family relationships are accepted as long as there is a balance between unrelated and related members within the governing body. Further details are specified in Rules of Procedures.

Conflict of Interest Prevention

Each board member and, when relevant, staff and volunteers, discloses all potential and actual conflicts of interest, including each institutional affiliation he or she has that might possibly involve a conflict of interest.

Working relationships

Ethical Charter of Principles

Each staff and board member is to be provided with FIAN International's Ethical Charter of Principles and existing written labor policies and other governing documents.

Standards and Responsibility

Staff is to be encouraged and guided in maintaining the highest standards of professional and personal conduct, and in taking personal and professional responsibility for their actions and decisions, including the observation of human rights principles.

Volunteerism

In order to achieve its mission and objectives, FIAN is to have meaningful contributions from volunteers. These may include the people and communities it serves, individual members and supporters. Those who are part of FIAN International's governing bodies – the International Board and national boards - are to serve in a voluntary capacity, for no pay.

Refrain from using position for personal benefit

Members are to refrain from using their official position, either regular or volunteer, to secure special privilege, gain or benefit for themselves, or for their families, friends or any other related person.

Women's rights

Respect for women's rights is imperative in all work relations.

Parental, Family, and Guardian rights

Specific attention is to be given to obligations of guardianship care with focus on pregnant and breastfeeding mothers in the work place.

Public Trust and Accountability

Consistency with Mission

FIAN International entities only accept funding that is consistent with its mission, does not compromise its core principles, and does not restrict its ability to address relevant issues independently, freely, thoroughly, and objectively.

Accuracy and Timeliness

Information provided by FIAN International entities to donors, members, and communities it serves, staff, and the general public is accurate and timely.

Annual and Financial Report

At least annually, FIAN International entities prepare and make available to the public information on their activities, and provide public access to appropriate records of them.

FIAN International entities annually prepare and make available to the public basic financial information on the organization.

Whistle blowing

Whistle-blowers Staff will be enabled and encouraged to draw management's attention to activities that may not comply with the law or our mission and commitments, including the provisions in this Charter of Ethical Principles

Implementation of Recourse Mechanisms in the Context of Dispute, Conflict, and Grievance

The people addressed by this charter have recourse to conflict resolution when these principles are not respected. Conflicts arising from non-compliance of the ethical principles are ideally resolved informally among the parties involved. In cases where this is not possible, FIAN has a two tier dispute resolution process, which includes a first instance at the national level and a second instance at the International level. Sections should have and make available Grievance Committees to review conflicts and attempt resolution. If the conflict is not satisfactorily solved, the matter may be referred to the international FIAN Grievance Committee. When national Grievance Committees are dealing with a case, the involved parties can consult with the IB on the interpretation and application of these principles for the resolution of the specific conflict before the submission to the Grievance Committee. As required, the IB can recommend referral to the international Grievance Committee. (See Decision IB 15-27b, 15 November 2015, Procedures on dealing with issues of individual FIAN members with FIAN entities (SC-IS)).

In the case of conflicts arising in FIAN seed groups, the affected parties can directly refer to the international grievance committee.

-//--