



Code of Conduct

Purpose

Rezan Organization for Development (ROD) aims to be an example of good practice in disaster relief and development assistance towards local populations, our staff, and other stakeholders. As an organisation, we strive to achieve this through our commitment to the Core Humanitarian Standard, Red Cross Code of Conduct, and other standards as outlined in our Quality Commitments Framework.

Scope

Any individual representing ROD in any way - including a staff member, intern, volunteer, or board member must uphold the Code and commit to applying its principles throughout their work.

Principal Commitments:

- Rezan core values in action are honesty, transparency, and compassion and ROD approaches are innovation, agile, learning from others, and collaboration.
- In all activities the humanitarian imperative comes first.
- Act regardless of the race, creed, disability, or nationality of the recipients and without adverse distinction of any kind.
- We shall respect culture and custom.
- Apply the principle of "Do no harm to people and environment" in every aspect of their activities.
- Act towards beneficiaries, ROD representatives, and other stakeholders in full respect of their human rights.
- Prioritise the safety of ROD representatives and beneficiaries above projects or property.
- Perform their duties without any wilful negligence or intentional inefficiency.
- Prevent any physical or verbal abuse or harassment.
- Prevent sexual exploitation and abuse, including any sexual activity with children under 18 years and exchange of money, employment, goods, or services for sexual favours.
- Prevent fraudulent activity and theft or misuse of ROD assets and intellectual property.
- Refuse to give or receive bribes of any form.
- Abstain from being under the influence of alcohol or other intoxicating substances in a way that affects their ability to do their job or affects the reputation of the organisation.

Breaches and Reporting

When there is a breach of these principles, ROD representatives commit to reporting it immediately according to the Reporting Misconduct, Whistleblowing and Grievance Policy in the ROD HR Handbook. Breaches will be addressed according to the Staff Handbook.

I, the undersigned, commit to uphold the principles of this Code throughout my involvement with ROD. I hold myself accountable to the communities we assist, to my colleagues and to our donors to uphold these principles.

Employee Name, Date & Signature
