

Eclosio - Code of Ethics

« Society will change when our reflections are invested in moral and ethics” - Pierre Rabhi

Introduction

Together, we think, learn, construct, share, and invent another way to live that embodies the change toward a world where the current and future generations live with dignity and exercise their fundamental rights.

Being a part of Eclosio, today, is to choose to respect one another, to live for the common good in all conscience and in all freedom. It is to be responsible, to act accordingly, and to build a new life together while appreciating our differences.

With this in mind, the operational team and the Board of Directors have decided to promote a solid ethic and apply it on a daily basis in our actions. This Charter is a first step in this direction.

This is directed toward Eclosio employees in the North and the South, volunteers, Board members of CA and the AG, and junior assistants, volunteers, and trainees from other organizations working for Eclosio. It proposes a proactive approach to ethics that aims to change our own individual behaviors, especially within our teams and towards our interlocutors and collectives, mainly in our partnerships.

The Charter is based on ten points for which each signatory undertakes in concrete ways. They are introduced by a short presentation and reflective quotes:

1. the respect and the valorization of each other in their differences;
2. benevolence and trust;
3. self-criticism, mutual learning, and "self-change";
4. the measured implementation of Eclosio's values;
5. cooperation and partnership;
6. respect for the environment in a relationship of interdependence;
7. the absolute rejection of discrimination, violence, and exploitation towards vulnerable people;
8. commitment and fulfillment at Eclosio;
9. fairness and integrity;
10. the ethical origin of funding.

Commitments of the Signatories

1) Respect and valorization of others in their differences

As a cooperating NGO working in several countries with more than 50 local partners, we are brought to exchange and co-build with various people and institutions on a daily basis. With this in mind, we prioritize respect for differences as an initial condition for our actions that encourages us to value them.

"An important part of wisdom and knowledge is no longer wanting to turn people into what they are not, but to accept who they are and to understand their life experience" (Fun Chang)

- I respect the opinion of my colleague and listen to the end of his or her argument,
- I respect the lifestyle choices of everyone; if a discussion about lifestyles takes place voluntarily, I am open-minded and willing to understand others,
- I focus on the strengths and contributions of my colleagues and partners and value their experiences and skills,
- I promote taking differences into account as part of the solution and not the problem.

2) Benevolence and trust

We believe that we cannot co-build a better world unless everyone has the means to express themselves and evolve. Benevolence seems to us to be an essential means of achieving this. It is also fundamental in building trusting relationships between the people and actors we work with.

"A word spoken with kindness breeds confidence. A thought expressed with kindness generates depth" (Lao Tzu)

- I pay attention to the impact of my words when I address my colleagues,
- When a colleague seems to me to be in personal or professional difficulty, I take the time to listen to him/her in all circumstances; I can also reorient him/her to a competent person depending on the situation,
- I take into account the feelings expressed by my colleague,
- When a colleague finds himself/herself in a difficult job situation outside the office, for example in a confrontational meeting, I help him/her; I do not contradict him/her,
- In professional discussions, I focus on the facts and try to put aside personal judgments,
- I respect each person's right to their own image, following the principle that any image of a person, and also the use of this image requires the consent of that person.

3) Self-criticism, inter-learning and "self-change"

As the "cornerstone" of the Eclosio organization, each person contributes to the changes encouraged by the organization. We advocate self-criticism, empowerment of each person while simultaneously placing reciprocal learning at the heart of our relationships.

"Be the change you want to see in the world" (Gandhi)

- before asking others to change their behavior, I reflect on my behavior and act to achieve my own goals of change,
- I establish relationships between equals with the partners to propose changes,
- I respect the commitments of Eclosio with small gestures, like the daily reduction of impressions, carpooling, the free use of tools ...,
- I am careful that my actions and activities are consistent with Eclosio's identity,
- I learn as much as I teach; I am open to new ideas that fuel my lifelong learning,
- I do not give moralistic lessons,
- I pay particular attention to gender; I strive not to have a negative effect on gender equality and to contribute to more equity.

4) Measured implementation of Eclosio's values

Humility, modesty, and moderation are integral to Eclosio's mission and values.

"To be able to live the prosaic with lightness and the poetic with enthusiasm is indicative of a profoundly human life" (Leonardo Boff)

- I respect the resources granted to Eclosio. For example, housing, traveling while on a mission, office equipment ...,
- I accept receiving per diem adapted to real needs,
- I identify with Eclosio's values and implement them with consistency, creativity, and rationality while remaining careful not to create frustrations and tensions with my colleagues and partners.

5) Cooperation and partnership

Our actions only make sense because they are implemented with partners with whom we wish to evolve - together in a reciprocal and fair relationship of trust.

"The only path that offers hope for a better future for all of humanity is cooperation and partnership" (Kofi Annan)

- collaborations with other institutions are based on collective intelligence, humility, and generosity,
- as many, we are stronger: alone, we go faster; together, we go further,
- I have full confidence that, with my partners, we can make the changes together,
- I recognize that every person and every institution can bring change and contribute to it,
- I do not replace my partners; I facilitate the emergence, development, and use of their skills and experiences.

6) Respect for the environment in a relationship of interdependence

We live and practice our trades in a vulnerable environment, of which we are nevertheless dependent. Our rights-based approach includes human rights and the rights of nature in a common reflection within a holistic dimension of interdependence.

"The relationship between humanity and nature must be made of respect and love, not domination" (René Jules Dubos)

- I recognize that nature is the foundation of humanity and that our actions must respect it to create a just and equitable world,
- I respect the environment on a daily basis through small gestures that avoid waste or harmful effects,
- I take into account the effects of our actions on the environment and implement all that is possible and available locally to reduce the negative impact of our actions.

7) Absolute rejection of discrimination, violence, and exploitation towards vulnerable people

In daily contact with various vulnerable groups, Eclosio condemns all forms of discrimination, violence, or exploitation. We pay special attention to development objective No. 5 of the 2030

agenda, "Achieving Gender Equality and Empowering All Women and Girls," including ending all forms of discrimination and violence against them.

"The grandeur of a human society is judged by how the most vulnerable are treated" (Gandhi)

- The exploitation of persons is an unacceptable practice. I refuse any physical, sexual, or psychological abuse of an individual and any conduct that offends human dignity. I do not tolerate, in any case sex, with minors,
- I aim for every individual to receive fair treatment. I avoid any form of discriminatory behavior based on race, skin color, ancestry, national or ethnic origin, nationality, sex, sexual orientation, marital status, birth, age, wealth, religious, political or philosophical convictions, the state of current or future health, disability, language, union affiliation, physical or genetic characteristics, social origin, pregnancy or parenthood,
- I select staff, trainees, and consultants based on objective criteria of competence, experience and well-being, regardless of age, gender, skin color, religion, disease, their different capabilities, their nationality or any other discriminating criterion,
- I testify to abuses (in the office and in the field) of vulnerable people and in the event of racist, sexist, xenophobic, homophobic remarks or acts,
- I do not abuse, in any way, my position of power towards the beneficiaries,
- I adhere to the code of conduct proposed by our partner NGO "The World According to Women."

8) Commitment and fulfillment

We consider it an essential condition that each person's work environment promotes their invested personal fulfillment and the expression of their commitment, whether mandated or volunteer.

"The first condition of happiness is that man can find his joy in his work" (André Gide)

- my personal growth is essential for me to work,
- I recognize the mutual need to recognize each other's work,
- I co-build and facilitate an environment that allows everyone to express themselves and flourish
- I express my difficulties to facilitate their consideration by others,
- I do not expect to be overwhelmed before reporting an uneasiness, difficulty, latent conflict, or anything that could harm my self-development and that of my colleagues at work,

- I respect my colleagues' style and work pace, and focus on the content of their contributions rather than the form,
- I take care, every day, to give the best of myself in connection with my skills to provide quality work, recognized from the outside,
- I show commitment and determination in the implementation of my work related to Eclosio's vision / mission.

9) Equity and integrity

We strive to apply our values in all of our actions, in all our areas of daily intervention in a transversal way. We act with fairness, without prejudice, without favoritism and impartially, based on objective facts and not on impressions or personal interests; and with integrity, avoiding any situation of conflict of interest likely to influence the decision making or the exercise of functions.

"Ethics, fairness and the principles of justice do not change with the calendar" (D. H. Lawrence)

- I condemn any form of integrity breach (abuse, fraud, corruption) both within our organization and among the partners or within the framework of interventions that we fund. With this in mind, I endorse the Integrity Charter signed by Eclosio in May 2018.
- I act with honesty and transparency to keep my promises and commitments to an extent possible. This transparency does not infringe on the confidentiality rules inherent to each function,
- I am careful not to place myself or be placed in a situation of conflict of interest, that is to say a situation in which I, by myself or by an intermediary, have an interest that could influence the impartial and objective exercise of my office or to create a legitimate impression of such an influence. If I think I am in such a position, I must refer it to my colleagues and authorities in order to extract myself from the situation and allow its better development,
- I do not participate in practices or actions when I suspect any support of illicit channels: prostitution, drugs, corruption or hate speech linkage. I declare my suspicions to Eclosio,
- I do not accept favors from third parties or give favors to third parties to initiate new actions / new projects, to hire staff or other services that the organization needs.

10) Origin of financing

Applying its values in all its operations, Eclosio also has a charter on funding: "Code of Ethics Private Donor Partnerships."

Dissemination, Application and Respect of the Code of Ethics

The Code of Ethics was approved by the Board of Directors of Eclosio in December 2018.

An internal commission, the Ethics Commission, will be set up to oversee the implementation of its principles and to ensure their monitoring and respect. This commission will also be responsible for analyzing any shortcomings to the latter and proposing the necessary modifications.

The members of the Ethics Committee will come from the General Assembly (0 to 1 person), the Board of Directors (1 to 2 people), the operational team of the head office (1 to 2 people) and the operational team of the intervention zones (1 person). The composition of the Ethics Committee will be validated by the Board of Directors on the basis of applications, ensuring a balance of gender representation.

The functions of the Ethics Commission are:

- Promote the dissemination and follow-up of the Code of Ethics to all individuals and organizations in relationship with Eclosio,
- Ensure respect for the Charter,
- Present annually to the Board of Directors any violations of the provisions relating to integrity, discrimination, violence, and exploitation of persons and the measures taken by Eclosio, as well as any other information that the Commission considers relevant,
- Collect and make recommendations or proposals for improvements and changes to the Charter,
- Pursue and nourish reflection on ethics within the organization.

The commission may act on its own initiative or at the request of the Eclosio Board of Directors.

For the specific case of questions related to the ethical origin of funding, a specific dedicated working group will be created. Its functioning and its composition are described in the document "Code of Ethics for Private Donor Partnerships." A member of the Board of Directors will be both a stakeholder in the "Ethics of Private Finance" group and the Ethics Commission, in order to ensure consistency between the two bodies.

In addition, a confidential point of contact will be created where employees, partners or victims can address their complaint. This contact point will be validated by the Board of Directors on the basis of applications. This point of contact cannot belong to the operational team.

Employees from North and South, volunteers, board members, junior assistants, volunteers, and trainees from other organizations working for Eclosio are required to subscribe to the

Eclosio Code of Ethics. The Code of Ethics must be signed by the employees within 8 weeks after the validation of the Charter by the Board of Directors.

In addition, before joining the team, newcomers will be required to sign a declaration stating that they adhere to the principles of the Code of Ethics.

The following actors will be informed of the publication of the Charter:

- The partner organizations with which Eclosio collaborates,
- University communities of the University of Liège,
- The public administrations that collaborate with Eclosio and all those who express interest,
- All institutions and organizations that usually collaborate with Eclosio,
- and where possible, the networks and platforms with which Eclosio has a relationship or of which it is part,

The charter will be translated into the different working languages (English, Spanish and Khmer). It will also be accompanied by an infographic that summarizes the 10 points of attention and can be displayed in all Eclosio offices.

The dissemination of the Charter aims to:

- Guarantee the principles of transparency, internal democracy, and the correct application of resources for institutional purposes,
- Make the company aware of the ethical commitments of Eclosio staff and members.

The Ethics Commission is responsible for disseminating the Charter.

Continuing Reflection on Ethics:

This Code of Ethics is intended to reflect the universal values of Eclosio – it is a showcase of our identity and our commitment.

This document is not fixed and will be adapted throughout the life of Eclosio under the responsibility of the Ethics Committee.

In addition, the Ethics Commission's mission will be to give life to institutional reflection on ethics and integrity in different ways that it will define: workshop during the annual greening, decentralized workshops ... The members of the Ethics Committee will meet at least once a year.

Additional documents:

This Code of Ethics is supplementary to other institutional documents:

- Partnership Policy [N: \ 01_Instances \ 0114_Screening_Agreements_Certifications \ Screening_2015 \ Documents sent to Deloitte \ Doc sent on 8 January 2016 \ 5 Partner Management];
- Gender Charter [N: \ 12_Experience_Pole \ 1206_Genre & Diversity];
- Integrity Charter [N: \ 01_Instances \ 0114_Screening_Agreements_Certifications \ Integrity];
- Code of Ethics of Private Donor Partnerships [N: \ 09_Research_Funds \ Strategy \ 2018];
- Evaluation Policy [N: \ 01_Instances \ 0114_Screening_Agreements_Certifications \ Certification_ECB-SES \ Documents for Coaching ACODEV \ GAR Note];
- Code of Gender Conduct, The World According to Women [N: \ 12_Police_Expertise \ 1206_Genre & Diversity].