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Code of conduct

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Members of the 1 for 8 Billion Coalition (hereafter “the Coalition”) will:

Work respectfully

- Operate in an environment of mutual respect and dignity, with zero tolerance for bullying, discrimination or any form of harassment including sexual harassment.
- Be mindful of the time and resource pressures upon members of the coalition. Be respectful of office hours, work-life balance, and the fact there is no right to an immediate reply regardless of the medium used for communication. Avoid overburdening coalition members or volunteers, contractors, and staff working in the coalition and its secretariat with requests and demands. As a quid pro quo, endeavour to respond in a timely fashion to reasonable requests and queries and clearly communicate availability and alternative contact points.
- Communicate honestly, professionally, and openly, and avoid misrepresentations.
- Demonstrate the capacity for teamwork by working collaboratively and generously.

Respect identities and embrace diversity

- Respect, trust, and listen to others’ views and experiences and not seek to impose their own views, background, or experiences. Promote a working environment where minority opinion is valued, and respectfully expressed dissent is encouraged. Freedom of speech and expression is encouraged while understanding both that this comes with the responsibility to speak inclusively and an awareness that time spent speaking is time that cannot be spent listening to others who might have something of equal value to say but feel less able to say it. Engage enthusiastically in group conversations but do not monopolise the conversation: leave space for others to engage.
- Be aware of the diversity of the individuals and communities both within the coalition and within the global society for which the coalition ultimately works. Celebrate and embrace differences in background, experience, and identity and help build a culture of inclusion that welcomes and celebrates differences. Be aware of the intersecting effects of these backgrounds and of roles within the Coalition on power dynamics between coalition members and be mindful of how those dynamics shape our interactions.

Live and work according to our values

- Work by consensus wherever possible, while understanding that consensus does not mean unanimity. Where consensus is not possible the decision of the host organisation, as the responsible legal entity, is final; but this is not a power the host organisation will use except as a last resort.

- Uphold the values and principles of the United Nations as expressed in the UN Charter and the Universal Declaration of Human Rights (UDHR).
- Behave with integrity: organisations shall carefully exercise their duty of care over staff and others they hold responsibility for, and staff and participants in coalition events shall obey instructions given to ensure that duty is upheld, including relevant organisational policies and regulations, particularly those with respect to bullying, discrimination, intoxication and sexual harassment.
- Uphold the Coalition's operating guidelines, support the Coalition's principles, and ensure that the Coalition maintains both the perception and the reality of being a fair minded and fully impartial campaign for a stronger selection process.
- Hold themselves accountable for their commitment to this code of conduct.

Repeated or serious breaches of this code of conduct may require the Coalition Secretariat to issue coalition members with a written warning, arrange a meeting with the coalition member to clarify expectations, or in extremis remove the individual or organisation from the Coalition. The Secretariat will endeavour to give the member the right to respond to allegations and to have their case discussed by the Steering Committee, and will endeavour not to expel a member without fair warning. However, this is dependent upon the severity of the situation caused by the breach, and the Secretariat reserves the right to immediately terminate any membership of the coalition at any point if necessary to protect the integrity of the coalition.

Operating Guidelines

Members of the 1 for 8 Billion coalition should familiarise themselves with the following guidelines and bear them in mind in their work within the coalition:

- Be aware of the diversity of different roles and positions (or "hats") people within the coalition will have as coalition members, staff or contractors; as members, staff, or contractors of participating NGOs; and in wider public and political life. Give consideration for how behaviours undertaken outside the umbrella of the Coalition may reflect on the Coalition and be sure to provide appropriate clarity regarding in which capacity an individual is acting when their actions may be perceived as relevant to the work of the Coalition.
- Use their position in the Coalition to pursue the objectives of the coalition, not their own agendas or financial gain (with the exception of fair remuneration for work undertaken).
- Not endorse any specific individual candidate for Secretary-General or, through their actions or words, contribute to a perception of partiality on the part of the Coalition towards any specific candidate.
- Not seek or receive instructions from any government or from any other organisation or authority external to the Coalition.
- Inform the secretariat and host organisation of all activities undertaken in the coalition's name.
- Use branding assets and other assets provided by the coalition creatively but responsibly, asking for permission before using them in any manner that might be politically sensitive or could cause confusion with respect to the Coalition's messaging or governance.
- Coordinate all funding applications with respect to Coalition work with the host organisation.