

Code of Conduct

Valid as of 2026-03-04

**Approved by Kajsa Johansson,
2026-03-04**

Secretary General, SC

About this Code of Conduct

The Code of Conduct is a guideline on the personal and professional behavior of all board members, employees, interns and volunteers of the Solidarity Committee (SC). This Code of Conduct is based on the core values of SC, as they are expressed in the SC Policy. As such, it is of the highest order and should be regarded as crucial for the ability of SC to give people power over their development and their lives.

The code provides a shared standard for performing duties and behaving towards colleagues as well as external parties. To achieve our vision and contribute to SC's quality of performance and reputation, all staff must uphold and act according to the principles outlined herein.

Failure to adhere to the SC Code of Conduct may result in disciplinary action according to what is specified in regulations such as Staff Handbook, Financial Rules and Regulations, employment contracts and policies.

It is the duty of any Board Member, employee, intern and volunteer to be aware of and follow this code, as well as all other SC regulations, manuals and policies – this responsibility lies with no one else.

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1. We treat people equally, regardless of gender, faith, ethnicity or disability. We do not discriminate against our stereotypes of our colleagues, target groups partners or others, according to what we might believe.
2. We are all responsible for contributing to a good working climate. Differences in opinion are accepted and expected, but we will always be polite and respectful towards our colleagues, both in their presence and in their absence.
3. We remain impartial and respectful towards external parties. As staff members, we are ambassadors for SC and never take sides in conflicts, nor express support for factions or parties in society while acting as SC staff.
4. We do not spread rumors nor in any other way act to undermine the trust and respect among our colleagues. However, this does not under any circumstances exempt us from our obligation to report violations or misconduct such as corruption or harassment of myself or others. Any such report should be made soon, respectfully and through available mechanisms according to instructions.
5. We are aware of and follow SC policies, rules and regulations. If we are ever in doubt, we consult colleagues, managers or team leaders.

6. We are responsible for sharing our knowledge, experiences and views and participate actively in discussion. We can all contribute. We respect the areas of responsibility and mandates within SC as they are expressed in the order of delegation and job descriptions. Consequently, we also respect the decisions made by whoever is mandated to decide and do not obstruct or try to circumvent what has been decided.
7. We are aware of and respect that SC funds and other assets are to be used only for the benefit of our target groups. We are accountable for the fact that it is never used for the personal gain of ourselves, colleagues, friends, relatives or other unintended parties.
8. Corruption is a breach of fundamental values of SC. It is not only a violation of rules, it also results in the human rights of children, women and men not being fulfilled. Therefore, we will act against all forms of corruption and never offer, promise, give nor accept any bribes. We will never accept inappropriate gifts offered because of our connection to SC.
9. We do not resort to nepotism or favor the position of our friends or relatives. SC recruits based on merit and without discrimination, why we will be professional and set our own affiliations aside. We realize that our relations, past professional experiences and families may give rise to conflict of interest. We will deal honestly and with complete transparency to resolve any conflict of interest which may arise.
10. We avoid unnecessary risk to the safety, health and welfare of both us and others, including partner organizations and target groups. We will never pressure or expect colleagues to disregard security instructions due to stress or demands of performance.
11. We ensure that our behavior is not exploitative or abusive in any way. We never engage in any form of abuse or sexual exploitation of any person of any gender or age.
12. We do not work under influence of alcohol, nor use or be in possession of illegal substances on SC premises, vehicles or accommodation.
13. We do not use computers or any other technical equipment provided by SC to view, save or spread pornographic material.
14. We understand that we are subject to national law and will comply to both law and local regulations.