

Code of conduct and safeguarding commitments

1. Purpose

This abbreviated Code of Conduct (henceforth: the Code) is based on the detailed Code of Conduct of the Dr. Denis Mukwege Foundation and serves as an accessible overview of our key safeguarding commitments.

It sets out the standards of behaviour expected from everyone representing the Mukwege Foundation, including staff, volunteers, consultants, board members, and partners.

Our goal is to ensure that survivors and all people we work with are safe, respected, and treated with dignity.

2. Scope

This Code applies to all representatives of the Mukwege Foundation, including:

- All staff, interns, and volunteers
- Consultants, contractors, and service providers
- Partners and visitors engaged in our programmes

Everyone must sign the detailed Code of Conduct. The Code applies at all times, whether in the office, during work hours, or outside during meetings, visits, in the community, online, and during travel or social activities linked to our work.

3. Our core commitments

We commit to:

- **Respect and dignity:** Treat all people fairly and respectfully, regardless of gender, age, disability, ethnicity, religion, sexual orientation, or any other status.
- **Safety and protection:** Act to prevent harm, abuse, or exploitation in all interactions.
- **Accountability:** Use our power and position responsibly and report any misconduct.
- **Integrity:** Act with honesty, transparency, and prevent conflicts of interest or misuse of resources.
- **Confidentiality:** Handle personal and sensitive information with care and respect.
- **Zero tolerance:** We do not tolerate any form of sexual exploitation, harassment, child abuse, or any form of or the threat of violence.

4. Expected behaviours

All representatives of the Mukwege Foundation must:

- Behave professionally and respectfully toward colleagues, partners, and community members.
- Ensure any physical contact or communication with survivors and other members of our affected population is appropriate and non-exploitative.
- Protect children and vulnerable adults from harm in all activities.
- Use digital and social media responsibly and never share images, names, or information that could put someone at risk.
- Report any safeguarding concern, suspicion, or breach of this Code immediately to your line manager or the Integrity Officer of the Foundation.

5. Unacceptable behaviours

- **Sexual exploitation and abuse**, including any sexual activity with persons under 18 years of age or with beneficiaries or community members in exchange for money, goods, or services.
- **Any form of abuse or neglect**, whether physical, sexual, emotional, or psychological.
- **Discrimination, harassment, or bullying** of any kind, including online or through digital means.
- **Possession, use, or distribution of illegal substances.**
- **Abuse of power, privilege, or position** for personal, financial, or sexual gain.
- **Retaliation or victimisation** against anyone who reports a concern or complaint in good faith.

6. Reporting and response

- Anyone who witnesses, experiences, or suspects misconduct must report it promptly.
- Reports can be made confidentially to the Integrity Officer: integrity@mukwegefoundation.org
- All reports will be taken seriously, handled sensitively, and treated following due process.
- Whistle-blowers and survivors will be protected from retaliation and treated with respect.

7. Implementation and accountability

- All representatives of the Mukwege Foundation must read, understand, and sign this Code.
- Managers are responsible for ensuring team awareness and compliance.
- Breaches may lead to disciplinary action, including termination of employment or partnership.

8. Reference standards

- UN Convention on the Rights of the Child (1989)
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979)
- IASC Six Core Principles on Protection from Sexual Exploitation and Abuse (PSEA)
- Core Humanitarian Standard on Quality and Accountability (CHS)
- UNGA Resolution 48/134 – Paris Principles (1993)
- ICRC/International Red Cross and Red Crescent Movement Code of Conduct (1994)
- ILO Code of Practice on the Protection of Workers' Rights

The Dr. Denis Mukwege Foundation is an international survivor-centred, rights-based organisation working to change the global response to conflict-related sexual violence.

We support survivors' demands for a world where sexual violence as a weapon of war is no longer tolerated and bears consequences for individual perpetrators and states. We work for a future where survivors receive the holistic care and compensation they need to rebuild their lives. We create opportunities for survivors to speak out and be heard, and where they can organise to create change, influence policies, and demand justice and accountability.

dr. Denis
Mukwege Foundation

www.mukwegefoundation.org

info@mukwegefoundation.org

Dr. Denis Mukwege Foundation Alexanderveld 5 • 2585 DB The Hague • The Netherlands