



The ReAct Code of Conduct for Ethical Behaviour was approved by the ReAct Global Leadership Group on 2022-09-29

## ReAct Code of Conduct for Ethical Behaviour

### Purpose

ReAct's Code of Conduct for Ethical behaviour aims to ensure that Staff and Associates treat each other and people in the communities that we work with, with dignity and respect. ReAct's Code of Conduct is designed to provide clear guidance to Staff and Associates for conducting themselves in a manner which is consistent with their role and commitment to ReAct's values. The Code of Conduct is designed to ensure compliance with related policies, secure full disclosure of suspected or alleged breaches of the expected standards of conduct, and maintain the professional standing of the network so that we can work towards our vision of a world free from untreatable infections.

### Application and scope

This Code of Conduct applies to all members of the ReAct network, including staff in the nodes (employed with the host institutions and ReAct-supported projects) and associates (consultants, interns and volunteers). Below these groups will be referred to as staff and associates

This Code of Conduct should be read in the context of local legislation and existing policies at host institutions which also defines the room for manoeuvre for directors to act on breaches of the Code of Conduct within the system of its host institution. However, should the Code of Conduct demand a higher standard than the local laws and policies then this Code will prevail. This Code of conduct should also be read and understood in conjunction with ReAct's Financial and Administrative Guide, including the Anti-corruption guideline.

### Code of Conduct for Ethical behaviour

ReAct staff and associates shall act according to the principle of accountability and take responsibility for actions, decisions and their consequences. ReAct staff members are also expected to demonstrate a high level of professionalism and commitment to ReAct's mission, values and objectives.

ReAct staff and associates shall behave respectfully and not discriminate against colleagues or members of the community as defined by unfair treatment or arbitrary distinction in the workplace on the basis of gender, gender expression, gender identity, race, religion or belief, nationality, ethnic or social origin, age, sexual orientation, marital status, disability, language, or other aspects of personal status.

ReAct staff and associates shall not abuse anyone physically (i.e. physical violence, sexual aggression or other forms of physical abuse) or psychologically (e.g. bullying, abuse of power, harassment, discrimination or favouritism/nepotism).

ReAct staff and associates shall not accept, under any circumstances, behaviour that exploits the vulnerability of others, in the broadest possible sense (sexual, economic etc.). For example, this includes exchange of goods, benefits or services for acts of a sexual nature, including the use of sex workers' services while on assignment.

ReAct staff and associates shall not accept child abuse, exploitation and violence and not engage in sexual relations with children.

ReAct staff and associates shall not misuse their position, title or any authority associated with their work with ReAct to coerce or induce a benefit for themselves or others (including premises, goods, money, reputation, image, etc.).

ReAct staff and associates shall act with respect and care and in the interests of the organisation and the communities we are assisting and/or collaborating with.