PURPLE DEW CODE OF ETHICS

1. Scope and Application

Purple Dews is dedicated to upholding the highest standards of ethical and professional conduct in all its activities. This Code of Conduct applies to all Purple Dews personnel, including staff, volunteers, interns, consultants, and partners. It outlines the expectations for behavior to ensure that our actions are consistent with our mission, values, and commitment to protecting the rights and dignity of the communities we serve, especially in informal settings and disadvantaged communities.

2. Core values and principles

1. **Respect for Human Rights and Dignity:** All personnel must respect and promote the inherent dignity and worth of all individuals. We are committed to the principles of non-discrimination and equality.

2. **Integrity and Honesty:** Personnel must demonstrate honesty, integrity, and transparency in all their actions and decisions. They must avoid conflicts of interest and refrain from any form of fraud or corruption.

3. **Accountability:** Personnel are accountable for their actions and decisions and must report any unethical behavior or practices that contravene this Code of Conduct

4. **Professionalism:** Personnel must maintain the highest standards of professionalism in their interactions with colleagues, beneficiaries, partners, and other stakeholders.

5. **Confidentiality:** Personnel must respect the confidentiality of information related to Purple Dews' activities, beneficiaries, and other stakeholders

6. **Cultural Sensitivity:** Personnel must be aware of and respect local customs, traditions, and practices in the communities where they work.



ashley.yongo.@thepurpledew.org
elena.paolini@thepurpledew.org
https://thepurpledew.org/

purpledew

3. Standard of Behaviors

1. Non-Discrimination: Personnel must not discriminate against anyone based on race, ethnicity, nationality, gender, sexual orientation, disability, age, religion, or political affiliation.

2. Protection from Sexual Exploitation and Abuse (PSEA): Personnel must not engage in any form of sexual exploitation or abuse. This includes, but is not limited to, the exchange of money, employment, goods, or services for sex, and any sexual activity with individuals under the age of 18.

3. Interactions with Beneficiaries: Personnel must treat all beneficiaries with respect and dignity. They must not engage in any behavior that could be perceived as exploitative, abusive, or harmful.

4. Reporting Misconduct: Personnel must report any concerns or suspicions of misconduct, including sexual exploitation and abuse, through established reporting mechanisms. Retaliation against those who report misconduct in good faith is prohibited.

5. Health and Safety: Personnel must adhere to al health and safety regulations to ensure a safe working environment for themselves and others.

6. Use of Resources: Personnel must use Purple Dews' resources responsibly and for their intended purposes. Misuse of organizational assets, including funds, property, and equipment, is prohibited.

7. Conflicts of Interest: Personnel must avoid situations where personal interests conflict, or could appear to conflict, with the interests of Purple Dews. Any potential conflicts of interest must be disclosed to a supervisor or the relevant authority.

8. Gifts and Hospitality: Personnel must not accept gifts, hospitality, or other benefits that could influence, or appear to influence, their professional decisions or actions.



ashley.yongo.@thepurpledew.org
elena.paolini@thepurpledew.org
https://thepurpledew.org/

9. Respect for Local Laws and Customs: Personnel must comply with all local laws and respect local customs and traditions. They must avoid any actions that could harm the reputation of Purple Dews or jeopardize its mission.

10. Safe Communication: Personnel must ensure that all communication, including the use of images and stories, respects the dignity and privacy of beneficiaries. They must obtain informed consent before using any images or personal information for public dissemination.

4. Implementation and Compliance

1. **Training**: All personnel will receive training on this Code of Conduct and related policies, including the PSEA policy.

2. **Monitoring and Evaluation:** Compliance with this Code of Conduct will be monitored regularly.

3. **Disciplinary Measures:** Violations of this Code of Conduct may result in disciplinary action, including termination of employment or contract, and may be reported to local authorities where appropriate.

4. **Review:** This Code of Conduct will be reviewed periodically to ensure it remains relevant and effective.



ashley.yongo.@thepurpledew.org
elena.paolini@thepurpledew.org
https://thepurpledew.org/