

## DEVELOPMENT OF A CODE OF CONDUCT FOR SITE BASED ACTORS

- a. The CoC is not a set of site management rules (e.g. make sure that your waste is disposed properly or ask permission to open shops within the site), but rather a collection of key moral and legal obligations mostly derived from humanitarian principles
- b. The CoC should apply to all actors operating in a given site, regardless of whether they are individual volunteers, members of an organized volunteer group or staff of a national or international registered humanitarian agency.
- c. Attempts to apply this Code of Conduct only to volunteers might fuel their perception of being discriminated against, and contribute to strain the relation between them and certified humanitarian agencies in a context where volunteers have in many cases filled critical gaps in service provision. Moreover, operationalizing a selective CoC in a context where the nature of the various relief actors is so diverse and the differentiation between “pure” volunteers and NGOs in many cases quite blurred would be extremely challenging.
- d. Given the great difference between sites in the relation and modalities of interaction between volunteers, humanitarian agencies and government officials, the SMS SWG advises against a top-down approach in the introduction of any CoC. Site-level CoCs shall be the outcome of a participatory process led by the Site Manager with the assistance of SMS agencies and involving the wider range of actors operating in the site, first and foremost volunteer groups.
- e. The present CoC is supposed to be only a “blueprint” for Site Managers and SMS agencies while rolling out the participatory drafting process. As mentioned above, it provides a list of key minimum principles which the SMS SWG feels should be included in every site-level CoC in order to create a protective environment for both the hosted population and relief workers.
- f. Once the CoC is adapted and finalized at site level, its implementation will be a prerogative of the Site Manager. Every actor operating in a given site bears the responsibility for monitoring that the CoC is abided by. However, the Site Manager shall be responsible for acting whenever a breach of the CoC is reported and enforcing any ensuing disciplinary measure, in coordination with the Police depending on whether such a breach might have penal ramifications.

## **Code of Conduct**

Site based actors are committed to:

1. Observe Greek law and the rules and regulations set by the government authorities at the site.
2. Respect the equal worth and dignity of every individual without distinction, and promote fundamental human rights without discrimination and irrespective of race, ethnicity, religion, age, or gender.
3. Create and maintain an environment that prevents sexual exploitation and abuse, abuse of power and corruption. Refrain from any form of humiliating, degrading or exploitative behaviour and promote the implementation of the code of conduct.
4. Not to circulate, give, or receive money in the camp and report any such case to the site manager. This excludes cash based interventions conducted by humanitarian partners with official authorization from site management
5. Never commit any form of harassment or act that could result in physical, sexual or psychological harm or suffering to individuals, especially women and children.
6. Refer all medical inquiries to authorised personnel. Only authorized medical doctors, nurses and other medical personnel shall take responsibility for discussing medical conditions or dispersing medication or treatment of any kind.
7. Sexual activities with members of the hosted population are strongly discouraged.
8. Never engage in any sexual activity with children, persons under the age of 18. Sexual activity with children is prohibited. Mistaken belief in the age of a child is not an excuse.
9. Refrain from political and religious proselytizing in the site.
10. Refrain from providing legal advice to the hosted population unless authorised by the site manager.
11. Never accept a favour, gift – unless of token value – or bribe from the hosted population.
12. Behave in ways that respect and support the diverse range of cultures, customs and traditions present in the site, including dressing in a culturally appropriate and not too revealing fashion. Avoid using clothing with political or religious slogans or military like clothing. If you are in doubt if your dressing is inappropriate, please ask the site manager.
13. Respect confidentiality and treat sensitive matters with discretion
14. Not to transport minors (children under the age of 18) from the hosted population in private cars without prior authorization by the children's parents. For unaccompanied minors the authorisation should be granted by the public prosecutor or the local police.
15. Not to take pictures (photos or videos) within the site without the authorization from the site manager and the informed consent of the people concerned. Do not share identifiable information or photographs of members of the hosted population online without specific informed consent by the concerned individuals.

Any breach of the Code of Conduct may result in restrictions in access to the site and may be reported to the Police.