



CODE OF CONDUCT AND ETHICS POLICY

1. Policy Statement

The David McAntony Gibson Foundation, operating as GlobalMedic (GlobalMedic), seeks to set organizational standards of behaviour for every program and ensure the effectiveness and impact of responses to disaster situations. This code speaks to the fundamental goals of the organization and its diligent focus on increasing the independence of individuals and communities, while ultimately improving the efficiency of international disaster relief.

2. Application

This policy applies to all employees, contractors providing on-going services, and volunteers who represent GlobalMedic in Canada and internationally.

3. General

GlobalMedic is a registered Canadian charity that provides emergency relief to those affected by natural disasters and complex emergencies. We achieve this through our well-developed Emergency Programs and our internationally deployable Rapid Response Team that is made up of professional rescuers including paramedics, firefighters, and police officers that volunteer their time and skill set.

As an organization we strive to deliver maximum aid with minimum operating costs.

3. Equality

GlobalMedic provides aid regardless of race, creed, gender, or nationality of the recipients. GlobalMedic determines aid priority based on needs alone.

GlobalMedic bases the provision of aid on thorough needs assessments of the beneficiaries and the local capacity. Thus, our provision of aid reflects the degree of suffering it seeks to alleviate. In implementing our approach, GlobalMedic recognises the crucial role played by both women and men in disaster-prone communities and ensures a gender balanced approach is taken in all GlobalMedic aid programs.

4. Impartiality

The prime motivation of the GlobalMedic response to disaster is to alleviate human suffering amongst those least able to withstand the stress caused by disaster. When we provide humanitarian aid, it is not a partisan or political act and should not be viewed as such.



We maintain no political or religious affiliations. GlobalMedic will remain neutral when entering areas of conflict and will provide aid according to the needs of individuals, families and communities.

GlobalMedic endeavours not to act as an instrument of foreign government policy. GlobalMedic will never knowingly – or through negligence – allow ourselves, or our employees, to be used to gather information of a political, military or economically sensitive nature for governments, nor will we act as instruments of foreign policy of donor governments.

GlobalMedic endeavours to ensure all its programs are impartial, neutral and independent.

5. Respect

GlobalMedic is sensitive and aware of cultural differences and will endeavour to respect the culture, structures and customs of the communities and countries we are working in.

6. Sustainable Development

All people and communities – even in disaster – possess capacities as well as vulnerabilities. Where possible, GlobalMedic will strengthen these capacities by employing local staff, purchasing local materials, trading with local companies and working with local NGOs as partners in planning and implementation.

Active community and individual participation increase education, awareness and resilience to future disasters. This injection of education and awareness provides additional livelihood opportunities in communities which extends aid effectiveness and relief operations beyond the lifetime of a project, as well as ensuring project success.

GlobalMedic places a high priority on the proper coordination of all its emergency responses. Effective relief and lasting rehabilitation can best be achieved where the intended beneficiaries are involved in the design, management and implementation of the assistance program. We will strive to achieve full community participation in our relief and rehabilitation programs.

GlobalMedic strives to implement relief programs which actively reduce beneficiaries' vulnerability to future disasters and help create sustainable lifestyles. We pay particular attention to environmental concerns in the design and management of relief programs. We will also endeavour to minimise the negative impact of humanitarian assistance, seeking to avoid long-term beneficiary dependence upon external aid.



7. Cost Efficient

GlobalMedic actively seeks ways to decrease costs while still providing effective aid, to ensure donors and beneficiaries receive the most support and services possible.

8. Accountability

GlobalMedic has standard reporting procedures and performs regular monitoring and evaluation of past and ongoing projects to ensure a high level of impact is maintained. We hold ourselves accountable to both those we seek to assist and from whom we accept resources.

GlobalMedic often acts as an institutional link in the partnership between those who wish to assist and those who need assistance during disasters. All dealings with donors and beneficiaries shall reflect an attitude of openness and transparency. We recognise the need to report on our activities, both from a financial perspective and the perspective of effectiveness. We recognise the obligation to ensure appropriate monitoring of aid distributions and to carry out regular assessments of the impact of disaster assistance.

We will also seek to report, in an open fashion, on the impact of our work, and the factors limiting or enhancing that impact. Our programs will be based upon high standards of professionalism and expertise in order to minimise the wasting of valuable resources.

9. Humanitarian Coordination

GlobalMedic strives to ensure beneficiaries remain the priority and, where appropriate, will use media to raise awareness. In our information, media outreach and advertising activities, we shall recognise disaster victims as dignified humans, not hopeless objects.

GlobalMedic understands that it is ultimately up to the host governments to provide aid to disaster victims. Therefore, it will respect the national authorities, and coordinate with them on all levels to deliver aid.

Respect for the disaster victim as an equal partner in action should never be lost. In our public information we shall portray an objective image of the disaster situation where the capacities and aspirations of disaster victims are highlighted. GlobalMedic will avoid competing with other disaster response agencies for media coverage in situations where such coverage may be to the detriment of the service provided to the beneficiaries or to the security of our staff or the beneficiaries.



10. Zero-Tolerance Policy

GlobalMedic members are prohibited from: sexually abusing or exploiting aid beneficiaries, engaging in sexual activity with minors, exchanging money or goods for sex or sexual favours, and engaging in sexual relations with aid beneficiaries. All above acts are considered gross misconducts and are grounds for termination and removal.

Additionally, all GlobalMedic members must report any suspicions regarding sexual abuse or exploitation and must actively promote adherence to the zero-tolerance policy.

GlobalMedic members also strictly adhere to the recommendations made in UNICEF's Inter-Agency Standing Committee's Report of the Task Force on Protection from Sexual Exploitation and Abuse in Humanitarian Crises

[\(<https://www.unicef.org/emerg/files/IASCTFReport.pdf>\)](https://www.unicef.org/emerg/files/IASCTFReport.pdf).

GlobalMedic expects its members to uphold the following recommendations:

- i) Sexual exploitation and abuse by humanitarian workers constitute acts of gross misconduct and are therefore grounds for termination of employment.
- ii) Sexual activity with children (persons under the age of 18) is prohibited regardless of the age of majority or age of consent locally. Mistaken belief in the age of a child is not a defense.
- iii) Exchange of money, employment, goods, or services for sex, including sexual favours or other forms of humiliating, degrading or exploitative behavior is prohibited. This includes exchange of assistance that is due to beneficiaries.
- iv) Sexual relationships between humanitarian workers and beneficiaries are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of the humanitarian aid work.
- v) Where a humanitarian worker develops concerns or suspicions regarding sexual abuse or exploitation by a fellow worker, whether in the same agency or not, they must report such concerns via established agency reporting mechanisms.
- vi) Humanitarian agencies are obliged to create and maintain an environment which prevents sexual exploitation and abuse and promotes the implementation of their code of conduct. Managers at all levels have responsibilities to support and develop systems which maintain this environment.

11. IFRC Code of Conduct and Ethics

GlobalMedic also adheres to the principles outlined in the Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief. This



document also serves as GlobalMedic's ethical code and is followed by all members at home and abroad. The complete document can be found at:

<http://www.ifrc.org/Global/Publications/disasters/code-of-conduct/code-english.pdf>

12. Anti-Corruption Policy

All GlobalMedic staff, volunteers and field partners must act in accordance with GlobalMedic's Anti-Corruption Policy and will not accept gifts or other favours that may influence the project or individual function, performance or duty. GlobalMedic enforces a zero-tolerance policy regarding bribes. Bribes will not be accepted or provided under any circumstance.

a) Conflicts of Interest

Members will avoid any expected conflicts of interest – real or perceived – between personal interest and the interest of GlobalMedic. All GlobalMedic members are expected to demonstrate good judgement, and when in doubt are encouraged to seek guidance from a superior.

b) Abuse of Power and Extortion

GlobalMedic does not seek to influence any person or institution by using official positions or offering personal advantages. Likewise, GlobalMedic will not use its property, facilities, services and financial resources for private purposes.

c) Fraud and Embezzlement

GlobalMedic maintains a zero-tolerance policy for any acts of fraud and embezzlement including individual gains and extends this to its partner organizations, donors, and all other stakeholders.

d) Bribery and Gifts

GlobalMedic members will not give or accept bribery in any form. GlobalMedic does not give or receive, directly or indirectly, any gift or other favour that may influence the exercise of our function, performance of duty or other ways of possibly harming GlobalMedic.

Gifts are defined as but not limited to: services, travel, entertainment, material things or favours. All employees are expected to show good judgment and when in doubt, contact their superior.

Facilitation payments are small payments made to public or other officials in order to expedite or secure activities and actions of a routine nature. GlobalMedic strongly opposes and avoids facilitation payments. In situations where facilitation payments are



unavoidable, GlobalMedic members will report this operational roadblock and seek approval prior to engaging in such payments. All anti-corruption policies are followed to ensure proper documentation and full transparency when such transactions are unavoidable.

e) Nepotism and Favouritism

GlobalMedic does not favour friends, family or other personal relations in recruitment, procurement or at any other stage in the aid delivery process.

f) Anti-Terrorism

GlobalMedic has a zero-tolerance for terrorism and its associated activities. All members of GlobalMedic staff and volunteers are expected to ensure they comply with Canada's Anti-Terror Legislation. For more information please see the GlobalMedic Anti-Terrorism Policy.

GlobalMedic prepared this code of conduct in consultation with several organizations and policy documents including: Canada's Policy for Anti-Terrorism, Transparency International, the International Review of the Red Cross report ('Codes of conduct: Principles of for the International Red Cross and Red Crescent Movement'), NGO's in Disaster Response Programmes, and DanChurchAid's Policy on Anti-Corruption.

One of the first NGO codes of conduct was developed by the Red Cross in the 1990's. The Code of Conduct for the International Red Cross, Red Crescent Movement and NGO's in Disaster Relief, was developed and agreed upon by eight of the world's largest disaster response agencies in the summer of 1994. GlobalMedic strives to uphold the foundations from these codes of conduct in each program and continually updates the code of conduct to address current concerns of anti-terrorism.