

Ethical and Professional Standards¹

Mennonite Central Committee, a worldwide ministry of Anabaptist churches, shares God's love and compassion for all in the name of Christ by responding to basic human needs and working for peace and justice. MCC envisions communities worldwide in right relationship with God, one another and creation. (MCC's Mission Statement)

MCC is committed to serving with integrity and respect in personal and organizational practices and demonstrating ethical behaviour. MCC board members and personnel are expected to live and serve justly and peacefully in each relationship, incorporating listening and learning, accountability and mutuality, transparency and integrity. MCC personnel are expected to respect, abide by and not disparage all applicable MCC policies and procedures.

MCC board members and personnel are required to adhere to their respective Code of Conduct which includes standards for personal conduct as well as the following **Professional Conduct** expectations.

Professional Conduct

MCC board members and personnel are expected to:

1. Abide by MCC's policies and procedures for ensuring worker safety and security. (Human Resources Policy Framework and Policy #7162)
2. Commit to preventing sexual violence and fostering an environment in which sexual violence is not tolerated. Ensure that all children and youth who interact with MCC are safe from abuse at all times. All personnel have a duty to report any known or suspected abuse or harassment. (Protection from Sexual Exploitation and Abuse and Child Protection Framework and HR Policies #7133 and #7405)
3. Treat sensitive information, confidential information and information protected by privacy legislation with appropriate confidentiality. (Confidentiality and Protection of Personal Information Framework and HR Policy #7907)
4. Strive for the highest standards of ethical conduct and stewardship. Be honest and transparent in all dealings with and on behalf of MCC (Human Resources and Finance Policy Frameworks and Policy #7402 and Anti-Fraud and Corruption Policy)

Failure to abide by the Code of Conduct will lead to re-evaluation of the relationship between MCC and the Board or staff member. In the case of staff, failure to abide by the Code of Conduct is grounds for disciplinary action and/or termination.

¹ This document includes reference to several MCC policies. The full policies can be requested through this site or by contacting your local MCC representative.



Mennonite Central Committee

In addition, the **Ethical Standards to Prevent the Abuse of Power** clarifies the standards for preventing the abuse of power to which the individuals, organizations and communities benefitting from MCC support can hold MCC staff accountable. These ethical standards are outlined below.

Ethical Standards to Prevent the Abuse of Power

I will not use my power to hurt people:

Emotionally

- ✓ I will treat all people with respect and dignity and be sensitive to local customs and cultural differences.
- ✗ I will not verbally or emotionally threaten or abuse a child or adult.
- ✗ I will not mock, disparage or discriminate against anyone.
- ✗ I will not engage in offensive, harassing or intimidating conduct of any kind.

Physically

- ✓ I will protect the health of people and the environment and avoid unnecessary safety risks.
- ✗ I will not physically hurt (slap, hit, punch, pinch) a child or adult.
- ✗ I will not engage in any sexual activity with children under 18 or any project participant.
- ✗ I will not exchange money, program, resources, assistance for employment, goods, or services for sex or sexual favors.

Financially

- ✓ I will be transparent in financial management and use resources entrusted to me with care.
- ✗ I will not accept or give bribes or large gifts or do unauthorized business with family or friends on behalf of MCC.
- ✗ I will not use my MCC position to influence decisions for personal financial benefit.
- ✗ I will not take part in activities with project participants that generate personal profit and thus damage MCC's credibility and integrity.

Legally

- ✓ I will follow the law and MCC policies to protect project participants, staff and partners.
- ✗ I will not violate or disrespect the rights of others.
- ✗ I will not take pictures of adults or children in a disrespectful way or without their permission.
- ✗ I will not share confidential information beyond what is required for legal or policy reasons or use technology in a way that puts people or sensitive information at risk.

I will use my power to protect people by reporting any concerns I have about violations of these ethical standards by MCC staff or partners immediately.