



CODE OF CONDUCT

Diode believes that all persons have equal rights to protection from violence, abuse, exploitation, and neglect. However, marginalized persons - including but not limited to refugees, asylum seekers, migrants, stateless persons, survivors of torture and violence, survivors of sexual and gender-based violence, children, the elderly, people in places of detention, and any other person who is at risk of safety and protection due to legal status, personal belief, nationality, ethnicity, and sexual orientation – are often at risk of being denied equal rights to protection from violence, abuse, exploitation, and neglect.

As a result of Diode's nature of work, you will come into contact with clients, participants and communities that are marginalized. Diode takes seriously its duty of care towards marginalized persons and communities it works with and is committed in ensuring all partners and external contractors clearly understand the behavior that is expected when working with these persons and communities.

Acceptable Behavior & Conduct

I will:

- Treat all persons with respect, regardless of race, legal status, sex, sexual identity, language, religion, political or other opinion, national, ethnic or social status, disability, age, or any other status.
- Provide an empowering, open, welcoming, inclusive, and safe environment for all persons and communities.
- Encourage and promote the participation of marginalized persons and communities in the decisions that affect them.
- Understand and respect cultural differences which do not harm children, women, and other marginalized persons.
- When working with children:
 - Ensure physical contact is always appropriate and not an invasion of privacy and personal space.
 - Ensure that another adult is present or that I am always visible to others when working one-on-one.
 - Use positive, non-violent methods of engaging and managing any behavior where necessary.
 - Empower and create safe spaces for disclosure.
- Take responsibility, be transparent and accountable in ensuring I do not place myself in positions where there is a risk of allegation of inappropriate behavior.
- Keep confidential all information as outlined in the confidentiality agreement.
- Report any concerns of inappropriate behavior or suspicions regarding violence, abuse, exploitation, neglect by any partner, community member, external contractor of Diode, or any other party where relevant.



- Conduct a risk analysis of the work, where relevant, and in partnership with Diode when implementing activities involving marginalized persons and plan for ways of mitigating these risks.
- Where there are doubts, discuss measures of safeguarding behavior with Diode.

Unacceptable Behavior & Conduct

I will not:

- Engage in behavior that is intended to shame, humiliate, belittle, or degrade any person.
- Use inappropriate, offensive, harassing, abusive, sexually provocative, demeaning, culturally inappropriate or discriminatory language when speaking with any person.
- Develop physical or sexual relationships with any marginalized person that I interact, engage, or work with in the course of my engagement with Diode.
- Do things of a personal nature that involves any intimate physical contact or inviting marginalized persons engaged in the course of my work with Diode over to my home, or spend excessive time alone with any marginalized persons, away from others and behind closed doors.
- Hit or physically assault or use physical punishment on any marginalized person.
- Engage in any form of sexual activity or acts, including paying for sexual services or acts with any marginalized persons.
- Encourage or condone any behavior on the part of others which constitutes abuse or exploitation.
- Be intoxicated under the influence of alcohol or drugs while implementing the work.
- Behave provocatively or inappropriately with any marginalized person, including holding, kissing, cuddling, or touching in an inappropriate, unnecessary, or culturally insensitive way.
- Seek to make contact, in person, by phone, or electronically, with any marginalized person that I come into contact with as a representative of Diode, outside the designated role and work prescribed under that role.
- Engage in any behavior or words that discriminates against any one person or show special favor towards any group or one person.
- Disclose or discuss any personal confidential information obtained in the course of my work with persons outside Diode and against the agreed upon Confidentiality Agreement.
- Use any digital or social media tool to exploit or harass marginalized persons.
- Exploit any marginalized person for their labor.
- Conduct or be part of conducting any harmful traditional practices against any marginalized persons.

Use of Images and Recording of Persons

When photographing or filming any marginalized person in the course of the work, I will:



- Obtain relevant consent through the relevant consent procedures prescribed under the work. Consent will include how and where the image or recording will be stored and used.
- Ensure photographs or films present marginalized persons in a dignified and respectful manner. Persons should be adequately clothed and not in poses that could be seen as sexually suggestive.
- Ensure images and recordings are honest representations of the context and the facts, and only used for the purposes it was set out to be used for.
- Conduct a risk assessment to ensure there is no harm or threat of harm that will come upon the marginalized person with the collecting of this image or recording.
- Ensure images and recordings do not reveal identifying information and are stored confidentially.
- Ensure no images, recordings or any accompanying information is posted on any personal social media site.

Statement of Agreement

I, _____ agree to abide by the above Code of Conduct with regards to protecting marginalized persons. I acknowledge my queries have been raised and responded to by Diode. I am aware that Diode expects me to uphold, at all times, the standards of behavior described above. I also understand that disciplinary measures and/or legal steps will be taken if I am found to be in breach of the Code of Conduct.

Consultant/Volunteer/Intern/Researcher:

Name:

Date:

Diode Representative:

Name:

Date: