

Code of Conduct

Tiltrådt af bestyrelsen 7. februar 2024.

Partnerships and networking

- GAMES shall network with other non-governmental organizations to advance the public good and to promote the growth, effectiveness and efficiency of development of the media and the civil society.
- GAMES shall seek to coordinate its activities and to form partnerships with like-minded organizations and collaborate to achieve shared goals, to reduce duplication and use of resources for competitive purposes.
- GAMES shall be ready to share information with NGOs with overlapping missions, values and target groups.

Governance and staff

- GAMES shall have a transparent governance structure which reflects the core values and cultural standards of GAMES as a volunteer organization.
- GAMES shall have an independent board to hold ultimate responsibility for all activities and (human and financial) resources of the organization.

Equal opportunity

- Equal opportunity shall be ensured in recruitment processes and in decisions regarding staff development and/or advancement. Such decisions must be based on performance and merit.
- Factors such as marital status and family responsibilities must be excluded from such decisions.
- GAMES has a zero tolerance against discrimination and harassment based on human differences, including but not limited to gender, transgender identity or expression, ethnicity, religion, disability, sexual orientation and age.

Sexual harassment, exploitation, and abuse

- GAMES has zero tolerance against sexual harassment. Sexual harassment is understood as unwanted non-verbal, verbal, or physical conduct of sexual nature. Employees, partners, beneficiaries, or others, who are subjected to sexual harassment, are encouraged to report this.
- GAMES has zero tolerance against sexual exploitation. GAMES forbids the exchange of money, employment, goods, assistance, or services for sex. GAMES strictly forbids sexual activity with persons under the age of 18, regardless of the local age of consent.
- GAMES has zero tolerance against child abuse.
- When a GAMES member or consultant develops concerns or suspicions regarding sexual exploitation or abuse, such concerns must be reported via the established reporting procedures.

Efficiency and evaluation

- GAMES shall ensure that all activities are consistent with its publicly stated mission.
- To determine their relevancy to the mission, their efficiency and effectiveness, GAMES shall critically examine its activities. Evaluations shall be honest and include input from a variety of stakeholders.
- GAMES shall have quality management procedures to track the implementation of all its activities and as a methodology to continuously improve the organization.

Accountability and transparency

- GAMES shall be accountable toward donors and members of the public and seek to be transparent in all its dealings with the government, the public, donors, partners and beneficiaries.
- Information provided about the organization to donors and the public shall be accurate, timely and balanced.
- GAMES shall make available to the public basic financial information, governance structure, names of its board members, listing of officers, description of activities, partnerships and joint ventures.
- GAMES shall protect personal matters and privacy, make sure that processing of personal data takes place in compliance with the GDPR, and consider any information confidential in case it may endanger any of its members, staff, partners, or beneficiaries.

Anti-corruption, conflicts of interest and legality

- GAMES has zero tolerance to corruption and bribery. GAMES shall not engage in any form of corruption, bribery, or other financial improprieties or illegalities.
- GAMES shall never misuse funds; its volunteers and staff will behave honestly and never accept or pay bribes.
- GAMES shall have internal procedures to prevent any wrongdoing. GAMES shall take prompt corrective action whenever wrongdoing is discovered among its volunteers, staff, contractors, or partners.
- GAMES shall avoid conflict of interest. All potential or actual conflicts of interest shall be disclosed immediately. Such disclosures do neither preclude nor imply ethical impropriety if all reasonable steps are taken to resolve the conflict of interest.
- GAMES shall respect the laws, as well as internal rules and practices of the countries in which it operates. GAMES shall not commit or condone an illegal act or instruct a volunteer, employee, partner, or contractor to do so.
- Breach or non-compliance with this policy may lead to breach of the cooperation with GAMES and termination of partnership.
- Volunteers, staff, and contracted consultants with GAMES are expected, without undue delay, to report suspected violations of applicable laws, regulations, or this policy to the chairperson of the Board of GAMES. If this is not possible or appropriate, you may contact CISU - Civil Society in Development (Web: <https://www.cisu.dk/complaint>, E-mail: cisu@cisu.dk, Phone: +45 8612 0342, mailing address: Klosterport 4a, 8000 Aarhus C, Denmark).

Finances and use of funds

- GAMES shall put in place financial and legal procedures to ensure that the funds are managed safely and in accordance with the stated mission.
- GAMES shall have its financial records audited regularly as prescribed by the funding donors in full compliance with the law and in accordance with generally accepted accounting practices.

Fees and Wages

- Wages and fees shall be based on performance and merit and must follow local standards and adhere to GAMES principles.

Our Code of Conduct is inspired by The Code of Ethics for International Media Support, which again takes inspiration from the Code of Ethics adopted by the World Association of Non-Governmental Organizations on 5 March 2005.