



**REBUILD AID FORENING**

# CODE OF CONDUCT POLICY

**VERSION 3.01**

Upholding integrity, accountability, and ethical humanitarian practice, this Code of Conduct establishes the behavioural, ethical, and professional standards expected of all individuals representing Rebuild Aid Forening. It reflects our commitment to safeguarding, transparency, inclusion, and responsible humanitarian work in Denmark and abroad as a Danish diaspora, volunteer-based organisation dedicated to strengthening humanitarian response, dignity, and community resilience.



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# CODE OF CONDUCT POLICY

## Purpose

The purpose of this Code of Conduct is to establish a clear, shared standard of ethical behaviour, professional responsibility, and organisational integrity for everyone representing Rebuild Aid Forening.

As a **Danish diaspora, volunteer-based civil society organisation**, Rebuild Aid operates in a context where trust, accountability, and responsible use of power are essential. The organisation works across borders, often in fragile and humanitarian settings, and therefore requires strong behavioural standards that protect beneficiaries, uphold donor confidence, and ensure that all representatives act in accordance with the values of Danish civil society.

This Code sets expectations for:

- Ethical and responsible conduct
- Prevention of harm, abuse, and discrimination
- Protection of vulnerable groups
- Anti-corruption and financial integrity
- Respectful, transparent, and accountable communication
- Responsible representation of Rebuild Aid in Denmark and abroad
- Safeguarding and survivor-centred practices
- Maintaining a culture of trust, dignity, and professionalism within a volunteer-driven organisation

The Code applies to all **board members, volunteers, staff, interns, consultants, partner organisations, and any individual acting on behalf of Rebuild Aid**, regardless of location, duration of involvement, or type of assignment.

Because Rebuild Aid is a **diaspora organisation**, many representatives may hold dual roles in their communities. The organisation therefore requires strict boundaries and ethical clarity to avoid conflicts of interest, misuse of influence, or behaviour that could undermine Rebuild Aid's neutrality, credibility, or humanitarian mandate.

All representatives are expected to:

- Uphold Rebuild Aid's values at all times
- Demonstrate fairness and respect toward all individuals
- Act responsibly when engaging with vulnerable people and communities
- Avoid any behavior—public or private—that could harm the organization's reputation
- Comply with safeguarding, anti-corruption, and accountability standards
- Report any concerns or violations through established mechanisms

By working with or representing Rebuild Aid in any capacity, individuals commit to this Code and understand that they share responsibility for protecting the organization, the communities it serves, and the integrity of Danish civil society engagement.

## Principles

1.

All representatives of Rebuild Aid must adhere to and model the highest standards of integrity and ethical conduct in all interactions.

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**If you are a Rebuild Aid partner or grantor, you can access the full policy by contacting us.**

- Be truthful, transparent, and accountable in all communication, reporting, and documentation
- Refrain from exaggerating achievements, misrepresenting facts, or withholding information relevant to donors, partners, or beneficiaries
- Take responsibility for mistakes, correct errors quickly, and ensure that information shared internally or externally is accurate
- Avoid using their role in Rebuild Aid for personal, political, financial, or social gain