



Code of Conduct
Save a Girl Save a
Generation

1. Purpose

At Save a Girl Save a Generation, our Code of Conduct reflects the core values of our organization. We are committed to fostering an inclusive, conscious, and supportive work environment rooted in a feminist and intersectional approach. This Code serves as a guide for behavior and decision-making for all individuals associated with our organization, ensuring alignment with our mission and vision:

Our Vision:

We work for a world where women and girls are free from all forms of gender-based violence and have the power to be agents of change. We strive to uphold women's rights and contribute to their education, health, and leadership.

Our Mission:

Our mission is the prevention and eradication of any form of violence against women and girls, particularly female genital mutilation (FGM) and forced marriage.

2. Fundamental Principles

2.1 Inclusive and Respectful Language

We commit to using language that:

- Respects diversity and promotes gender equity.
- Values and acknowledges different identities and experiences.
- Avoids offensive, discriminatory, or exclusionary terms.

2.2 Respectful and Open Communication

- Foster active listening and empathy in all interactions.
- Encourage constructive discussions to resolve disagreements.
- Promote an atmosphere where all voices feel heard and valued.

2.3 Self-Care and Work-Life Balance

- Recognize the importance of personal well-being and boundaries.
- Encourage team members to maintain a healthy balance between work and personal life.
- Avoid practices that contribute to burnout or overwork.

2.4 Mental and Emotional Health Support

- Create and sustain safe spaces for emotional support.
- Promote access to mental health resources and encourage staff to seek help when needed.
- Foster a culture where seeking emotional support is normalized and encouraged.

2.5 Inclusion and Diversity

- Embrace and celebrate all forms of diversity within the organization and the communities we serve.
- Reject any form of discrimination based on race, gender, sexual orientation, religion, ability, or socio-economic background.
- Ensure all members and beneficiaries feel respected and valued.

3. Ethical Conduct and Accountability

3.1 Commitment to Human Rights

- Uphold the dignity and rights of all individuals, particularly survivors of harmful practices.
- Actively challenge oppressive systems and norms that perpetuate violence and discrimination.

3.2 Confidentiality

- Respect and protect sensitive information about survivors, team members, and communities.
- Share information only with informed consent and when absolutely necessary for safety or legal reasons.

3.3 Transparency and Accountability

- Ensure honesty and clarity in all organizational operations and communications.
- Act with integrity in the use of resources and decision-making processes.
- Provide mechanisms for feedback and hold ourselves accountable for our actions.

4. Safeguarding and Protection

4.1 No Harm Principle

- Prioritize the safety and well-being of all individuals, ensuring no one is exposed to physical or emotional harm.

4.2 Reporting Concerns

- Report any safeguarding concerns immediately to the designated Child Protection Officer or Deputy.
- Use the anonymous reporting mechanisms provided by the organization if necessary.

4.3 Non-Discrimination

- Promote fairness and equality in all activities and interactions.
- Regularly train staff and volunteers to uphold these principles.

4.4 Reporting Mechanisms and Investigation Process

- Reports can be made via email or through an anonymous Google Form provided by Save a Girl Save a Generation.
- Anonymous reports are encrypted and secure, ensuring the privacy of the reporter.
- Once a report is filed, the designated Child Protection Officer will initiate a review within 15 working days.
- If necessary, additional information will be sought, and an investigation team will be assigned.
- Findings and resolutions will be communicated transparently while ensuring confidentiality.

5. Expectations for All Members

- Adhere to this Code of Conduct at all times.
- Act in ways that align with Save a Girl Save a Generation's mission and values.
- Address any violations or concerns in accordance with the organization's reporting procedures.

Failure to comply with this Code of Conduct may result in disciplinary action, including termination of employment or partnership.

6. Review and Updates

This Code of Conduct will be reviewed regularly to ensure it reflects the evolving needs and values of the organization. Updates will be communicated to all members promptly.

Acknowledgment

I, [Name], acknowledge that I have read and understood the Code of Conduct for Save a Girl Save a Generation. I agree to adhere to its principles and practices.

Signature: _____

Date: _____