

## **Medecins Sans Frontieres Australia**

### **Code of Conduct**

Medecins Sans Frontieres (MSF) considers itself a responsible employer and association, and this rests with the responsible behaviour of its members. There is a mutual and complementary role of the employee and the employer to prevent, detect and address unacceptable behaviour and MSF staff should deploy the means to inform its patients and direct beneficiaries on the behavioural commitments stated below.

Within MSF, all members of staff (employees, including staff on international assignment, volunteers, daily workers) and operational partners (including consultants and guests) understand and adhere to the commitments below, incorporate them into their professional and personal conduct, and abide by them. Should this not be the case, MSF offers channels for reporting at every level of the organisation and any non-compliance will entail due consequences.

These Behavioural Commitments are considered as a minimum behavioural standard, more specific rules may apply to MSF staff members depending on the context in which they work and their area of activity.

#### **Behavioural Commitments**

1. MSF staff members and operational partners shall behave respectfully and not discriminate against patients, colleagues or members of the local population on the basis of their race, opinions, lifestyle, gender, sexual orientation, socio-economic background, origin, religion or beliefs and other markers of identity, reflecting our commitment to a workplace that is inclusive.
2. MSF staff members and operational partners shall not abuse anyone physically (i.e. physical violence, sexual aggression or other forms of physical abuse) or psychologically (e.g. bullying, abuse of power, harassment, discrimination or favouritism), reflecting our commitment to a workplace that is free from harassment.
3. MSF staff members and operational partners shall not accept, under any circumstances, behaviour that exploits the vulnerability of others, in the broadest possible sense (sexual, economic, social, etc.). This includes exchange of goods, benefits or services for acts of a sexual nature, including the use of sex workers' services while on assignment;

4. MSF staff members and operational partners shall not accept child abuse, exploitation and violence and not engage in sexual relations with children;<sup>12</sup>
5. MSF staff members and operational partners shall not take advantage of their position for personal gain. Each member shall use MSF resources (including premises, goods, money, reputation, image, etc.) with respect and care and in the interests of the organisation and the populations it seeks to assist.
6. MSF staff members and operational partners shall encourage and promote the safety, health and wellbeing of themselves and others in the workplace, inclusive of colleagues, patients and members of the local population.
7. MSF staff members and operational partners shall show respect for cultural diversity in all communications and interactions with colleagues, patients or members of the local population.
8. MSF staff members and operational partners shall be respectful of the national laws in the countries they work, in so far that these do not contradict the humanitarian principles of MSF.
9. MSF staff members and operational partners have a duty to act with integrity and the highest ethical standards. This imposes a reporting obligation (through regular reporting channels) on all employees with regard to suspected misconduct or breach of the Code of Conduct.

MSF may have to take disciplinary action against MSF staff members and operational partners who fail to follow this code of conduct. Disciplinary action will depend on the violation but may include reprimand, demotion, suspension or termination. In the event of unlawful behaviour, MSF may report conduct to the relevant law enforcement authorities.

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<sup>1</sup> Refer to the Médecins Sans Frontières Australia Child Protection Policy for further details

<sup>2</sup> Article 1 of the *United Nations Convention on the Rights of the Child, adopted and opened for signature, ratification and accession by General Assembly resolution 44/25 of 20 November 1989, entry into force 2 September 1990, in accordance with article 1: "For the purposes of the present Convention, a child means every human being below the age of eighteen years unless under the law applicable to the child, majority is attained earlier."*