



*dai diritti alla salute*

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# CODE OF CONDUCT of MEDICI PER LA PACE / DOCTORS FOR PEACE

Approved by the Executive Board on 21/12/2023



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## **1. INTRODUCTION**

Medici per la Pace / Doctors for Peace ODV is an organisation committed to the promotion of human welfare, sustainable development and fundamental rights. This Code of Ethics, drafted and approved by the Board of Directors of Medici per la Pace / Doctors for Peace, establishes the fundamental guidelines for the conduct and operations of the ODV, reflecting the values of respect, fairness, transparency and responsibility. The organisation is non-denominational, non-partisan, democratically structured and does not pursue any direct or indirect profit and all its proceeds are intended for the above institutional purposes.

## **2. RECIPIENTS OF THE CODE OF CONDUCT**

The addressees of this Code of Ethics are all those who are directly or indirectly involved in the activities and operations of Medici per la Pace / Doctors for Peace. This includes, but is not limited to, staff members, volunteers, partners, suppliers and any other party involved in the organisation's initiatives. Recipients of the code are expected to familiarise themselves with and adhere scrupulously to the principles and standards set out, thereby contributing to an environment of work and interaction characterised by respect, integrity and responsibility. This commitment not only reflects Medici per la Pace / Doctors for Peace's dedication to high ethical standards, but also underlines the importance of responsible collaboration and involvement to achieve the goals of sustainable development and promotion of human rights that lie at the heart of the organisation's mission.

## **3. IDENTITY**

Medici per la Pace was founded in 2002 and aims to improve the health, social and educational conditions of the most vulnerable populations; to fight poverty, ignorance, discrimination and injustice; to offer social and health services to people in need, without any distinction of nationality, ethnicity, culture, gender and religion. It is enrolled in the Single National Register of the Third Sector, section Voluntary Organisations (VO), and according to its statutes has the following social organs: the Assembly of Associates; the Board of Directors; the President and Vice-President; the Control and Auditing Body, if any.

Medici per la Pace is a member of AOI (Association of Italian Organisations for International Cooperation and Solidarity), and of the coordination 'In my city no one is a foreigner' in Verona.

The organisation pursues its main goals through a series of activities of general interest, which include social interventions and services in compliance with current laws, health and social services, education, education and vocational training. It also promotes out-of-school training to prevent school drop-outs and foster educational success, combating bullying and tackling educational poverty. It is also dedicated to development cooperation and international solidarity initiatives, welcomes and socially integrates migrants, and carries out charity work and support for disadvantaged people. The organisation's objectives also include promoting the culture of legality, peace, non-violence and unarmed defence. Finally, it is committed to the promotion and protection of human, civil, social and political rights, promoting equal opportunities and mutual aid initiatives.



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## **Vision**

Medici per la Pace / Doctors for Peace aspires to a world where every individual lives with dignity, enjoying equal opportunities and access to their fundamental rights, regardless of their ethnic group, gender, religion or social status.

## **Mission**

The mission of Medici per la Pace / Doctors for Peace is to actively contribute to improving the living conditions of disadvantaged people and communities by implementing sustainable projects, promoting human rights and encouraging active participation.

## **4. ETHICAL PRINCIPLES**

Medici per la Pace / Doctors for Peace shares the ethical principles to follow and is committed to respecting them in its initiatives in Italy and abroad:

### **Human Rights:**

Medici per la Pace / Doctors for Peace is committed to respecting, protecting and promoting universal human rights, adopting a non-discriminatory approach, in line with international conventions and current international and national regulations.

### **Principle of Solidarity:**

Medici per la Pace / Doctors for Peace collaborates and supports the local community, in Italy and abroad, working together with the recipients of the initiatives to improve their living conditions.

### **Community Involvement:**

The importance of actively involving the local community in the design, implementation and evaluation of health initiatives, respecting their knowledge and cultures. Medici per la Pace / Doctors for Peace encourages the active and inclusive participation of all people involved in its activities, seeking diversity of perspectives and promoting equality of opportunity.

### **Sustainability:**

Medici per la Pace / Doctors for Peace is committed to implementing health, social and educational programmes and projects that are sustainable in the long term, fostering the independence, autonomy and self-sufficiency of the communities involved.

### **Equitable Access to Care:**

Commitment to ensuring that everyone has fair and equitable access to health services, regardless of economic, social or geographical factors.

### **Collaboration with local authorities and partners**

Cooperation with local authorities, health institutions and operational bodies active at local level to ensure an integrated and coordinated approach to public health.



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### **Emergency and Rapid Response:**

The readiness to respond to health emergencies and humanitarian crises, providing timely and effective assistance.

### **Environmental Sustainability**

We are committed to conducting our activities in harmony with the environment, adopting sustainable practices and contributing to the conservation of natural resources.

### **Transparency and Accountability**

Medici per la Pace / Doctors for Peace operates with the highest degree of transparency and accountability in all its activities, ensuring open sharing of information and clear reporting of achievements. It is also committed to periodically providing detailed accounts and reports to funders, authorities and the communities served.

## **5. RULES OF CONDUCT**

Medici per la Pace / Doctors for Peace maintains the following general rules of conduct based on the ethical principles outlined above:

**Respect for People:** every member of Medici per la Pace / Doctors for Peace must treat people involved in activities with respect and dignity, avoiding discrimination on the basis of ethnicity, gender, religion, sexual orientation or other factors.

**Integrity and Honesty:** operators must conduct all activities in an honest and transparent manner, avoiding fraudulent behaviour or misrepresentation.

**Confidentiality:** sensitive information received during Medici per la Pace / Doctors for Peace activities, in Italy and abroad, must be treated confidentially and not disclosed without authorisation, guaranteeing the privacy of beneficiaries and partners.

**Commitment to Community Participation:** each member must actively engage in local community involvement, listening to and respecting the opinions and needs of those involved.

**Responsible Use of Resources:** Medici per la Pace / Doctors for Peace is committed to using resources responsibly and efficiently, avoiding waste and maximising the impact of initiatives.

**Expertise and Continuous Training:** each practitioner must maintain and constantly improve their professional skills through continuous training and updating on relevant issues.

**Collaboration and Teamwork:** all members must collaborate effectively, sharing knowledge and working together to achieve common goals.

**Rapid Emergency Response:** in case of emergency situations, Medici per la Pace / Doctors for Peace must be ready to respond promptly and in a coordinated manner, providing appropriate assistance.

**Open Communication:** communication within Medici per la Pace / Doctors for Peace and with external stakeholders must be open, clear and timely.



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**Social and Environmental Responsibility:** Medici per la Pace / Doctors for Peace must act in a socially and environmentally responsible manner, seeking to minimise the negative impact of its activities on the community and the environment.

**Legal and Ethical Compliance:** all members must act in compliance with local and international laws, as well as the ethical principles set out in the code, and avoid illegal or unethical behaviour.

**Reporting and Evaluation:** Medici per la Pace / Doctors for Peace is committed to being accountable for its activities and results, undergoing evaluation processes to continuously improve the effectiveness of its initiatives.

**Specifically,** in its relations with recipients (beneficiaries), partners, donors, suppliers, employees/collaborators, media, control bodies and judicial authorities, Medici per la Pace / Doctors for Peace maintains the following standards of conduct:

#### **Relations with Recipients (Beneficiaries):**

**Active Participation:** actively involve the addressees in decisions concerning their activities, respecting their autonomy and local knowledge.

**Empathic Listening:** listening carefully to the needs and feedback of the target audience and adapting initiatives accordingly.

#### **Relations with Partners:**

**Effective Collaboration:** actively collaborate with partners, sharing knowledge and resources to maximise the impact of joint initiatives.

**Respect for partner organisations:** respect the sovereignty and autonomy of local partners, involving them in decisions and respecting their competencies and cultures.

**Shared Risk Management:** addressing risks in a collaborative manner, developing joint risk management plans and sharing responsibilities.

#### **Relations with Donors:**

**Transparency and Accountability:** provide transparent and complete information to donors on the use of funds and the results achieved, ensuring regular reporting.

**Open Communication:** maintaining open and timely communication with donors, sharing regular updates on activities and responding promptly to requests for information.

**Responsible Management of Financial Resources:** use donor funds efficiently and effectively, avoiding waste and ensuring that they are used for agreed purposes.



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### Relations with Suppliers:

**Ethical Selection of Suppliers:** selecting suppliers on the basis of ethical and sustainable criteria, ensuring that they meet the same standards of integrity.

**Respect for Workers' Rights:** ensure that suppliers treat their employees with dignity and respect, respecting labour rights and promoting safe and healthy working conditions.

### Relations with Employees/Collaborators:

**Respectful Working Environment:** promote a respectful working environment, free from discrimination and based on cooperation and inclusion.

**Continuous Professional Development:** provide opportunities for continuous training and professional development for staff, fostering individual and collective growth.

### Media Relations:

**Clear and correct communication:** provide clear, accurate and timely information to the media, avoiding the dissemination of misleading or sensationalist information.

**Confidentiality and Privacy:** respect the confidentiality and privacy of recipients and persons involved in Medici per la Pace / Doctors for Peace activities, avoiding unauthorised disclosures.

### Relations with Control Bodies and Judicial Authorities:

**Legal and Ethical Compliance:** cooperate fully with control bodies and judicial authorities, respecting local and international laws and ensuring maximum transparency.

**Accountability and Responsibility:** be accountable for their actions, actively cooperate in investigations, and ensure that the organisation complies with ethical and legal standards.

## 6. ACTION TO BE TAKEN IN THE EVENT OF BREACH OF THE CODE OF ETHICS

Any breach of the Code must be reported to the Board of Directors. It is the duty of all those involved to report any breach of this Code, verbally or in writing and anonymously. Those who report are protected from possible retaliation for reporting misconduct, subject to legal obligations.

This Code of Ethics must be shared with all persons interacting with Medici per la Pace and read, shared and signed by them for acknowledgement and adherence.