



dai diritti alla salute

MEDICI PER LA PACE ODV
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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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INDICE

1. Introduction.....	3
2. Recipients of the Code of Conduct	3
3. Identity.....	3
4. Ethical Principles.....	4
5. Rules of Conduct.....	5
6. Confidentiality.....	10
7. Action to be taken in the event of breach of the Code of Conduct.....	10
8. Entry into force.....	11



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1. INTRODUCTION

Doctors for Peace / Medici per la Pace 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 Doctors for Peace / Medici per la Pace, 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 Doctors for Peace / Medici per la Pace. This includes, but is not limited to, the President, members of the General Assembly, members of the Board of Directors, employees, collaborators and volunteers, without exception. The recipients of the code are expected to familiarise themselves with and scrupulously adhere to the principles and standards set out, thus contributing to an environment of work and interaction characterised by respect, integrity and responsibility. This commitment not only reflects Doctors for Peace / Medici per la Pace's dedication to high ethical standards, but also emphasises 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*.

Within Doctors for Peace / Medici per la Pace, each person has roles, tasks and responsibilities that require numerous and diverse interactions. For this reason, it is essential that everyone recognises and respects not only their rights, duties and responsibilities, but also those towards the Association and all those with whom they interact.

All recipients are required to avoid conduct that, both individually and collectively, may constitute illegal acts, including those envisaged by Legislative Decree 231/01 and its subsequent amendments and additions.

2.1 Legislative Decree No.231/2001 On 8 June 2001, the Italian legislature introduced Legislative Decree No. 231 (hereinafter referred to as the 'Decree'), which lays down the 'Rules governing the administrative liability of legal persons, companies and associations, including those without legal personality' (hereinafter referred to as 'Entities' or, individually, 'Entities'). This Decree introduced the principle of the liability of Entities for offences committed in their interest or to their advantage by employees and other persons indicated in Article 5 of the Decree.

3. IDENTITY

Doctors for Peace / 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



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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.

Doctors for Peace / 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.

Vision

Doctors for Peace / Medici per la Pace 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 Doctors for Peace / Medici per la Pace 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

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

Human Rights:

of Doctors for Peace / Medici per la Pace 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:

of Doctors for Peace / Medici per la Pace 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



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

Sustainability:

of Doctors for Peace / Medici per la Pace 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.

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

of Doctors for Peace / Medici per la Pace 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

All those who work with of Doctors for Peace / Medici per la Pace, both internally and externally, are obliged to promote inclusion and ensure the absence of discrimination based on age, ethnicity, religion, sexual orientation, gender identity, social class, marital status, disability, political opinion or trade union membership, in accordance with the principles of international human rights law. These principles are expressed in the following international documents:

- **Universal Declaration of Human Rights**, adopted by the United Nations General Assembly on 10 December 1948;



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- **Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**, adopted by the UN General Assembly on 18 December 1979;
- **Declaration on the Elimination of Violence against Women**, adopted by the UN General Assembly on 20 December 1993;
- Council of **Europe Convention on preventing and combating violence against women and domestic violence**, adopted by the Council of Europe on 11 May 2011;
- **Convention on the Rights of the Child**, adopted by the United Nations General Assembly on 20 November 1989;
- **International Labour Organisation (ILO) Conventions** No. 138 of 1973 (minimum age) and No. 182 of 1999 (elimination of the worst forms of child labour);
- **UN Convention on the Rights of Persons with Disabilities**, adopted by the UN General Assembly on 13 December 2006.

The addressees of this Code of Ethics are obliged to behave in compliance with the legislation in force and with the values and principles expressed in the Code itself, both in internal relations within the Association and with external stakeholders.

5.1 General Rules of Conduct

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

Respect for People: every member of of Doctors for Peace / Medici per la Pace 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 of Doctors for Peace / Medici per la Pace 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: of Doctors for Peace / Medici per la Pace 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, of Doctors for Peace / Medici per la Pace must be ready to respond promptly and in a coordinated manner, providing appropriate assistance.



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

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

5.2 Conflict of Interest:

A conflict of interest arises when the personal interests of an individual involved in the Association conflict or compete with those of the Association. This conflict also occurs when the economic or political interests of a party outside the association prevail over the interests of the association.

Anyone who finds himself in a situation in which his own interests conflict with those of the association, in relation to a specific transaction or circumstance, is obliged to notify the President without delay and to abstain from any decision or deliberation concerning the matter.

5.3 Specific rules of conduct

Specifically, in relations with recipients (beneficiaries), partners, donors, suppliers, employees/collaborators, media, control bodies and judicial authorities, of Doctors for Peace / Medici per la Pace 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



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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.

The Association ensures that monetary donations for social and humanitarian projects are not used for corrupt purposes. Donations to private individuals or for profit, to personal accounts, to organisations with objectives incompatible with those of the Association or that may damage its reputation are forbidden. All donations must be transparent, with clear identification of the beneficiary and documented justification. Simulated donations (appearing as unjustified remuneration) are forbidden. The Association does not contribute to political campaigns, parties or candidates.

The addressees of the Code of Ethics must carry out fundraising activities in compliance with ethical values, current laws and regulations, guaranteeing transparency and protecting the interests of the parties involved (donors, volunteers, beneficiaries, institutions, etc.). They must avoid coercive behaviour towards donors, respecting professional dignity, privacy, freedom of opinion and diversity, in order to protect the Association's image as well.

Relations with Public Administrations:

All relations with persons qualifying as Public Officials or Persons in Charge of a Public Service must be managed in full compliance with the laws, regulations in force and this Code of Ethics, in order to guarantee the full legitimacy of the Association's actions.

Within the limits established by the Code, the Association prohibits the recipients from accepting, offering or promising, even indirectly, money, gifts, goods, services, benefits or favours (including employment opportunities or business activities, directly or indirectly related to the employee) in relations with Public Officials or Persons in Charge of a Public Service, if such acts are aimed at influencing their decisions, obtaining favourable treatment or undue benefits, or for any other purpose, including the performance of acts related to their office.

In the event that requests for or offers of money, gifts or favours of any kind are made or received by Public Officials or Persons in Charge of a Public Service, or by employees or members of the Association's Bodies, these must be immediately reported to the President.

Relations with Suppliers:



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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.

To ensure the effectiveness of the occupational safety, health and hygiene system, all the addressees of the Association's Code of Ethics, as employees/collaborators, are required to

- Take care of their own safety and health, as well as that of others, according to the training received and the tools provided by the Association.
- Co-operate with the Employer, managers and supervisors to comply with obligations relating to safety at work.
- Follow the provisions and instructions of the Employer, managers and supervisors to ensure collective and individual protection.
- Use work equipment, means of transport and safety devices correctly.
- Immediately report faults in equipment and dangerous conditions, and intervene in an emergency, within the limits of one's competence.
- Do not remove or alter safety, warning or control devices without authorisation.
- Do not carry out operations outside one's competence that may compromise one's own safety or that of others.
- Participate in training programmes organised by the employer.
- Undergo health checks provided for by legislation or required by the competent doctor.

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 of Doctors for Peace / Medici per la Pace activities, avoiding unauthorised disclosures.



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The Association is committed to communicating and promoting, in its visibility, awareness and fundraising activities, an accurate knowledge of the countries in which it operates, respecting the rights and dignity of people. No information or images will be used in a distorted manner for promotional purposes, and the correct use of images of minors and sensitive information will be guaranteed. of Doctors for Peace / Medici per la Pace uses traditional and social media, managed by designated staff, who operate with transparency and fairness, ensuring that communications are truthful and non-aggressive.

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. CONFIDENTIALITY

Recipients are required to maintain confidentiality with regard to information concerning persons, organisations or institutions whose data the Association holds and not to disclose it. Fundraising activities must be conducted in compliance with privacy regulations in order to protect all donors' sensitive information. To this end, all addressees of this Code of Ethics are required to

- Ensure the protection of donors' personal data, in accordance with Regulation (EU) 2016/679, known as GDPR (General Data Protection Regulation);
- Not disclose to third parties, in any form, sensitive information about donors, except as required by law;
- Retain only data deemed necessary and relevant;
- Properly protect donor data, e.g. by preventing phishing or hacking attacks.

Confidential information of which employees and members of the Association's bodies become aware in the course of their duties (such as donor lists and personal data) must be treated with the utmost confidentiality and must not be used for personal purposes, to obtain advantages or to gain privileged positions.

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

Any breach of the Code must be reported to the Executive Board. It is the duty of all those involved to report any violations of this Code, verbally or in writing and anonymously. Those who report are



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protected from possible retaliation for reporting misconduct, in accordance with legal obligations.

Violation of the provisions of the Code of Ethics and of the relationship of trust with the Association may result in measures being taken to terminate the contract, disciplinary sanctions, revocation of duties and functions, referral to the competent authorities or a claim for damages. As far as employees are concerned, the procedures laid down in the Workers' Statute, in the applicable collective agreements and in the Association's internal regulations shall be respected.

8. ENTRY INTO FORCE This Code of Ethics is adopted by resolution of the Board of Directors on 21/12/2023 with effect from 01/01/2024.

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