

## **FOGSI Organizational Code of Conduct and Ethics**

The FOGSI Memorandum of Association, Vision and Mission Statements govern the work and conduct of the federation, its member societies, members and staff.

### **Organizational Guiding Principles**

These Guiding Principles are a set of organizational ideals to aspire to and work towards. They are inspirational and unifying principles that are more in the nature of a moral, conscientious guide and not linked to an enforceable disciplinary mechanism.

#### **1. Commitment to Core Values**

To uphold moral and ethical values in profession and practice

- Commitment to integrity and honesty in thought and in action
- Ensure an equality of treatment, rights and opportunities for all individuals
- Commitment to the vision and mission of FOGSI and its member societies

#### **2. Commitment to Organizational Ideals**

To enhancing organizational role and excellence

- Maintain high standards of organizational ethics
- Strive for organizational excellence
- Promote individual and collective accountability
- Nurture and promote organizational development and growth

#### **3. Commitment to Internal Functioning**

To nurture and ensure team spirit

- Honor and mutually respect individuals - colleagues and staff
- Value each individual's role and contribution
- Encourage and accommodate the expression of a diversity of opinions

### **Organizational Code of Conduct and Ethics**

The FOGSI Organizational Code of Conduct and Ethics is formulated and adopted to protect the interest and reputation of the federation, its member societies as well as individual members and staff and is hence applicable to all individuals and staff associated with the federation and its member societies.

This Code is FOGSI's endeavor and commitment to define, apply and enforce uniform internationally accepted ethical conventions and practices with definable and actionable expectations whose contraventions can be clearly identified and appropriately dealt with under FOGSI's Constitution and Rules and Regulations.

#### **1. Respecting and ensuring equality for all individuals**

- a. Equality of opportunity and treatment for members, staff and women served
- b. Non discrimination against any individual based on gender, marital status, pregnancy, disability, religion, caste, sexual orientation, persons living with or affected by HIV or AIDS or other legally protected characteristics

## **2. Commitment to support the organizational vision, mission and values**

- a. Non tolerance for contradicting or undermining FOGSI's mission and organizational positions on health and reproductive rights issues

## **3. Adherence to organizational standards and responsibilities**

- a. To respect and comply with FOGSI Constitution, Rules and Regulations and Administrative Guidelines as existing at that time
- b. Obligation to protect confidential information acquired as a consequence of a volunteer or staff position in FOGSI

## **4. Respect for organizational protocols and lines of reporting and communication**

- a. Compliance with lines of reporting and communication within the organization and non acceptance of insubordination

## **5. Abide by and strengthen electoral and democratic processes**

- a. Non acceptance of interference, manipulation or undermining electoral and governance processes
- b. Acceptance by candidates of the FOGSI Code of Conduct for elections

## **6. Work within the laws of the land and existing organizational policies of FOGSI**

- a. To adhere to and abide by the national laws in India and the FOGSI policies as existing at that time
- b. To desist from indulging in prenatal sex determination which FOGSI basically regards as a form of gender discrimination

## **7. Not allow commercial interests or personal gain to influence actions**

- a. Avoidance of any situation which would give rise to conflict of personal interest with a position held in FOGSI
- b. Non acceptance of unreasonable demands from industry and other partners that may compromise FOGSI's interests in jointly conducted or organized programmes and projects.
- c. Zero tolerance for fraud, corruption or embezzlement of the organizational assets and resources

## **8. Not use any volunteer or staff position for personal gain**

- a. No use of organizational assets and resources for personal benefit by members or staff

## **9. Be responsible for the administration and protection of organizational assets**

- a. Responsible management of assets with intolerance for any irresponsibility or negligence
- b. Knowledge or suspicion of irregularity or fraudulent activity to be reported

## **10. Respect and protection of individual rights, safety and well being of members, staff and women served**

- a. Zero tolerance for unbecoming conduct, gender insensitivity and any form of sexual harassment or abuse