

# EUROMED FEMINIST INITIATIVE IFE-EFI



## Ethical Guidelines

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## **PREAMBLE**

Euromed Feminist Initiative IFE-EFI was formally enlarged from European Feminist Initiative IFE-EFI, during the General Assembly on 5th Dec 2014 to encompass women's rights civil society organizations from the two shores of the Mediterranean. Euromed Feminist Initiative IFE-EFI is a non-profit policy network that advocates for gender equality and women's rights as full part of democracy and citizenship, against militarism, war and occupation, for the right of peoples to self-determination.

The vision of Euromed Feminist Initiative IFE-EFI is an egalitarian and demilitarized world where respect of human rights of women and men is a leading value and practice and where the principle of non-discrimination - based on gender, sexual orientation, age, class, ethnicity, disabilities - is social rule and life.

The mission is to contribute to uncovering and challenging the present gender power structures in order to correct the gender power imbalance through fighting discrimination and oppression of women and bringing about positive changes not only for women but for the whole society. The network acts for strengthening the women's self-organizing, voices, actions and power by supporting and creating safe spaces for exchange across the different socio-political borders and building common analyses, in the respect of the different contexts. IFE-EFI strives to develop a cross-cultural feminist and women's rights discourse based on the universality of women's rights and to promote and integrate it into the different democratic and social movements and policy making.

Euromed Feminist Initiative IFE-EFI is active in Europe, MENA and Caucasus in three main areas: *Power and Democracy; Secularism and Women's Rights; Violence against Women, Peace and Security*. Our target groups are women's movements, women's rights NGOs, women's initiatives and young activists; Broader the whole civil society- human rights NGOs, democratic and peace movement; Female politicians on national and local level; International, national and local decision makers and community leaders; Leaders of political parties and initiatives; Media and opinion makers and women and men from wider communities, social and professional groups, classes and ages reached by our publications, advocacy and awareness raising campaigns.

Euromed Feminist Initiative IFE-EFI seeks to improve and promote women's rights as universal human rights, the value of gender equality and the use of non-violent means to solve conflicts. Our baseline and reference is the international resolutions and conventions and regional instruments promoting the universality of women's rights and strengthening women's rights defenders impact and voices in conflict resolution.

The Internal Rules of Functioning and the Ethical Guidelines set forth the values, principles, and ethical standards that underline members' roles, responsibilities and conduct. They constitute norms and standards and set of rules that provide guidance on issues which IFE-EFI members may encounter in their work and regulate the internal functioning, relationship and decision making process

## GENERAL GUIDELINES

Our approach is inclusiveness and participation. It is based on the values of mutual respect of the worth, integrity and dignity of individuals, on the rejection of all forms of violence in solving conflicts. It is based on the ethics of care, justice, transparency and honesty, accountability of the network to its members and vice versa. IFE-EFI recognizes the efforts and the contributions of all individuals and organizations in the common work towards strengthening our organizational functioning and ethical values, in order to be truthful on the way to achieving our vision.

IFE-EFI is guided in its work by the following main principles:

**Integrity:** All members of IFE-EFI act with honesty, personal and professional integrity and openness in their dealings with other members. IFE-EFI promotes a working culture that values mutual respect and care for each other's integrity. No abuse, threats and/or manipulations are tolerated. The IFE-EFI is committed to constantly work for revealing and dismantling those attitudes, language and practices as a method to make the platform becomes reality.

**Transparency and openness:** IFE-EFI recognizes that it is under constant development and improvement of its functioning. It promotes environment of transparency and openness in the communication. It strives to provide information to all members concerning not only activities, but management and governance. It strives in the spirit of openness to discuss with the concerned bodies goals, directions, and internal structures. All reports - financial, organizational, and/or program reports are complete and accurate in all material sense and fully accessible to members through meetings and the website.

**Fighting racism, anti-Semitism, nationalism and all forms of intolerance and exclusion:** IFE-EFI is committed to constantly work for identifying, revealing and dismantling those attitudes and practices in the network.

**Conflict of interest:** Any conflicts of interest, or the identification of such, should be disclosed and appropriately managed through adoption of additional rules, recusal or other means.

**Funding, donations and gifts, partnerships:** IFE-EFI aims to work with and accept funding, donations and gifts only from groups that are not organized on practices and attitudes based on racism, sexism, and other forms of oppression. Priority will be given to organizations and institutions that have practices that are more consistent with our goals. Requests for electronic links to web pages will be considered under these guidelines.

**Policy of political independence:** IFE-EFI is a nonprofit organization that functions within the civil society. As such it may not promote any particular political candidates. It works for the increasing of the number of feminist politicians on local, national and international level and putting women's rights and gender equality on the political agendas. As such, no organizational endorsement to any political party is acceptable. Individual members have the choice of their own political belonging. However they cannot promote it through the platform of IFE-EFI Network.

## **SPECIFIC ETHICAL STANDARDS AND CODE OF CONDUCT**

### **Principle of non-discrimination**

The members of IFE-EFI Network may not engage directly or be part of any activity that discriminates based on age; gender; ethnicity; national origin; religion; belief, sexual orientation; disability; health conditions; marital, domestic, or parental status, gender identity and gender expression; or any other applicable basis prescribed by national laws or international resolutions and conventions .

### **Reasons for exclusion**

**Personal threats and insults:** Personal threats and insults are not acceptable under these guidelines. If a member engages with direct or indirect insult and threats she/ he may be asked to leave the Network.

**Harassment:** IFE-EFI members may not engage in harassment of any person, including members. Harassment occurs “when someone’s actions or words, based on the relevant grounds (e.g., gender, origin, sexuality, etc), are hurting and/or violate another person’s dignity and integrity or create a work environment that is intimidating, hostile, degrading, humiliating, or aggressive”. Harassment on the basis of ethnicity, nationality, origin, etc., may include epithets, threats or actual physical harm or abuse, or other intimidating or insulting conduct, directed against the individual because of her/his characteristics.

### **Electronic communication**

The following guidelines may be followed when engaging in electronic communication.

- ✓ IFE-EFI lists should be used for IFE-EFI-related issues only.
- ✓ No offensive, demeaning, insulting or intimidating e-communications, ethnic or racial slurs, or anything that harasses or disparages others may be used.
- ✓ No electronic mail may be sent that is abusive or threatens the safety and the integrity of a person or persons or member organizations.
- ✓ In case of degradation of electronic communication, physical or Skype meetings or phone calls should take place to solve the communication problems.