

Code of Conduct

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A Code of Conduct is a set rules for how an organization shall conduct their business when it comes to ethical, social and/or environmental norms. The set of rules is usually stored in a document (which doesn't have to be complex) helping the members of the organization to understand the basis of what the organizations expect from them.



Example of a Code of Conduct

Now-a-days most Code of Conducts are built upon (or referring to) international standards, including:

- Prohibition of child labor and forced labor
- Prohibition of discrimination
- Declaration of regulated working hours
- Requirements for safe working environment
- Right to trade union freedom
- Requirements for correct wages

Code of Conduct does not have the status of law and is optional for an organization to implement. Organizations can form their rules anyway they want, perhaps include guidance for members how they should do business. An example of how an organization handles agreements is Rotary International's "Four-Way Test". The Four-Way Test is an ethical guide for Rotarians to use for their personal and professional relationships.

Of the things we think, say or do:

1. Is it the TRUTH?
2. Is it FAIR to all concerned?
3. Will it build GOODWILL and BETTER FRIENDSHIPS?
4. Will it be BENEFICIAL to all concerned?

Implementation of a Code of Conduct can be difficult, due to that is about establish a culture in the organization; not about having members sign a paper. The organization must be consistent during and after the implementation. The proof of effectiveness is when members feel comfortable enough to voice concerns and believe that the organization will respond with appropriate action.

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