



# CODE OF CONDUCT

MSF-OCA (Amsterdam)

The Code of Conduct is the formalization of both MSF-OCA's and your commitment to what is laid down in the **Framework for Responsible Behaviour**. The framework document finds its foundation in the Chantilly statement and MSF International Charter. Both provide the criteria of specific (good) behaviour and attitude of its workers, namely, the basis of personal commitment, respect for medical ethics, humanistic ideals, human rights and humanitarian international law as well as a general attitude characterized by *neutrality, impartiality* and *non-discrimination*.

When working for MSF-OCA, you are representing the organization and your behaviour influences the way the organization is perceived. Your statements as well as your conduct can be interpreted as an expression of MSF's point of view. If you do not observe the framework, you may bring yourself, your colleagues, your mission and MSF-OCA in danger.

In short, the framework embodies standards and values on:

## 1. OPERATING WITH INTEGRITY

- Abuse of power / exploitation
- Use of drugs, alcohol or other substance while at work
- Use of organisational property
- Handling organisational information
- Accurate and complete bookkeeping and financial administration

## 2. INTERPERSONAL BEHAVIOUR

- Working environment without intimidation
- Workplace romance
- Prostitute visits

## 3. PROFESSIONAL ETHICS

By signing this code, you have taken cognizance of the existence of the framework document and committed to the standards and values it embodies, as well as the responsibility to be aware and alert, and to signal and report possible conflicting behaviour to the line-management or colleague employee. Furthermore, the undersigned ethically commits to any policy paper related to the framework document or this code such as project country / office specific rules and regulations.

*Related policy papers cannot overrule or nullify the framework document.*

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**I hereby certify I have read and understood the content of the MSF-OCA Code of Conduct**

**Please check and press Tab**

**Name** *Click here to enter text.*

**Date** *Click here to enter a date.*