

Code of Conduct

Läkarmissionen (LM), operates globally under the LM International brand. As one LM we are a strategic network working together internationally to find lasting solutions to poverty and injustice. We share a common vision and, to a large extent, common working practices.

Our vision is ‘Dignified life – Sustainable world’. By dignified life, we mean that all humans are unique and of equal value, and that all humans have the right to be empowered and to influence their own lives. By sustainable world, we mean a world that is socially, economically, and environmentally sustainable, i.e., that development meets current needs without compromising the ability of future generations to meet their own needs. Priority is given to the basic needs of impoverished people around the world.

Our mission is ‘To save lives and empower people’. We operate in many areas characterised by humanitarian disasters where saving lives is our number one priority. We also work for long-term change for individuals where we strongly believe in the inherent power of humans and are committed to equipping people with the tools to build their own future.

LM promotes sustainable poverty alleviation from a human rights perspective. We carry this out without making any distinction between the right holders. LM has no religious or political affiliation.

Our Core Values are based on the ethics of Christian tradition, by which we believe that all human beings are unique and have the same value regardless of faith, gender, ethnicity, or any other factor which may give cause for discrimination. Our ambition is that our projects should encompass the whole individual from a physical, psychological, social as well as existential dimension.

This Code of Conduct will provide guidance in the face of ethical dilemmas you may experience. It shows you what to do when a situation is complex by providing standards and values for you to follow and how to protect against situations that may damage you or LM. It also seeks to ensure that board members, advisory committee members, volunteers, trainees, and consultants, thereafter, referred as representatives in this document, avoid using possible unequal power relationships for their own benefit.

The rules and guidelines contained in this Code of Conduct, together with policies and procedures and the terms and conditions of your employment or services (as outlined in your employment contract or your collective agreement if applicable), provides a framework within which all LM representatives, regardless of location, undertake to discharge their duties or services and to regulate their conduct. They also support LM in our role in implementing, monitoring, and enforcing these standards.

The Code does not exempt anyone, and in accordance with relevant policies and procedures, any breach may result in disciplinary action (including dismissal in some instances), and in some cases, could lead to criminal prosecution.

In accepting your appointment, you undertake to discharge your duties or services and to regulate your conduct in accordance with the requirements of this Code, thereby contributing to LM’s quality of performance and reputation. The Code describes what LM expects from its representatives and what the representatives can expect from LM.

Whilst recognising that local laws and cultures differ considerably from one country to another, LM is an International Non-Governmental Organisation and therefore the Code of Conduct is developed from international standards.

This Code is subject to relevant international human rights law, wherever the representative is employed and shall be read in a manner that is compliant with that law.

Code of Conduct: Standards and Values

As an LM representative, I will:

1. Uphold the integrity and reputation of LM by ensuring that my professional and personal conduct is demonstrably consistent with LM's values and standards.

I will seek to maintain and enhance public confidence in LM by being accountable for the professional and personal actions I take and ensuring that I manage the power that comes with my LM position with appropriate restraint.

Whilst observing the requirements of the Code of Conduct, I will also be sensitive to, and respectful of, local customs and culture, even if the norms and values in that cultural context differ from the Code of Conduct. I will, if necessary, seek (and will receive) support and advice from LM.

I will not work under the influence of alcohol or use, or be in possession of, illegal substances on LM premises, vehicles, or accommodation. In connection with driving, alcohol and drug consumption is prohibited even though some countries have a more liberal view of alcohol and drugs.

2. Treat all people with respect and dignity and challenge any form of harassment, discrimination, intimidation, exploitation, or abuse.

LM representatives hold a privileged position of power and trust in relation to our partners and the communities that we come from and serve. When carrying out LM's mission I understand that it is important not to abuse my own position of power/unequal power relationships in any way.

Recognising my role in LM's mission to challenge injustice and poverty, I will respect all peoples' rights, including children's rights, and I will contribute to a working environment characterised by mutual respect, integrity, dignity, and non-discrimination.

I will ensure that my relationships and behaviour are not exploitative, abusive, or corrupt in any way, and I will not engage in any form of sexual abuse or exploitation of any persons of any age.

In line with standards, I will not have sexual relations with children (defined as under 18 years old) or with beneficiaries (in exchange for assistance or any other reason) recognising the inherent unequal power dynamics involved, and that such behaviours can undermine the integrity and credibility of LM's work.

I will also not exchange money, offers of employment, goods or services for sex or sexual favours, nor any other forms of humiliating, degrading or exploitative behaviour, understanding that these standards exist to challenge sexually exploitative and abusive behaviour.

I will use my best endeavours to report any such behaviours or malpractice in the workplace by others to my line management or through recognised confidential reporting systems.

3. Perform my duties or services and conduct my private life in a manner that avoids possible conflicts of interest with the work of LM.

I will declare any financial, personal, family (or close intimate relationship) interest in matters of official business which may impact on the work of LM (e.g., contract for goods/services, employment or promotion within LM, partner organisations, beneficiary groups).

I will advise LM of any intention to seek a nomination as a prospective candidate or another official role for any political party or public office to clarify whether any conflict, or perceived conflicts, with my duties with LM may arise.

Even when the giving and acceptance of gifts is normal cultural practice, I will reject monetary gifts or inappropriate gifts from governments, beneficiaries, donors, suppliers, and other persons, which have been offered to me as a result of my representation for LM. Where the giving and acceptance of gifts is normal cultural practice, I will ensure that such gifts are within the limits of reasonable judgements and in accordance with procurement policies and I will report gifts to the line management and where appropriate hand them onto LM.

I will assure that assistance by LM is not provided in return of any service or favour from others.

I will act against any form of corruption and not offer, promise, give or accept any bribes.

4. Be responsible for the use of information, equipment, money and resources to which I have access by reason of my employment or services with LM.

I will use my discretion when handling sensitive or confidential information.

I will seek authorisation before communicating externally in LM's name and will avoid any unintended detrimental repercussions for me or LM.

I will appropriately account for all LM money and property, (e.g., vehicles, office equipment, LM - provided accommodation, computers including the use of internet, email, and intranet).

5. Protect the health, safety, security and welfare of all LM representatives.

I will undertake and act on appropriate risk assessments.

I will comply with local security management guidelines and be pro-active in informing management of any necessary changes to such guidelines.

I will behave in such a way as to avoid any unnecessary risk to the safety, health and welfare of myself and others, including partner organizations and beneficiaries.

6. Promote human rights, protect the environment, and oppose criminal or unethical activities.

I will ensure that my conduct is consistent with the human rights framework to which LM subscribes.

I will use my best endeavours to protect the natural environment and work in a sustainable way.

I will contribute to preventing all forms of criminal or unethical activities.

I will inform LM of any relevant criminal convictions or charges I have had prior to my employment or services in which LM may have a legitimate interest.

I will also notify LM if I face any criminal charges during my employment or services that may impede my ability to perform the duties of my position subject to national legislation.

I will adhere to LM's global policies and procedures that support the above standards.

In accepting my appointment, I undertake to discharge my duties and to regulate my conduct in accordance with the requirements of this Code and thereby contributing to LM's quality of performance and reputation.

Name:

Signature:

Date:

The Code of Conduct can also be signed electronically.