

The WWP EN Code of Conduct¹

Introduction

The European Network for the Work with Perpetrators of Domestic Violence (WWP EN) is a membership organisation whose mission it is to prevent violence in close relationships, to recognize the gendered aspect of the phenomenon and to foster gender equality. More specifically, the mission of the association is to improve the safety of women, children, and others at risk from violence in close relationships. WWP EN does this through the promotion of effective work with those who perpetrate the violence, mostly men.

All current and future members of WWP EN, on an organisational, individual and family level, must conduct themselves in a manner that is consistent with the following values and principles of the organisation: advancing gender equality, human rights, social justice, and taking an active stand against *all* forms of violence.

All organisations joining WWP EN must sign this Code of Conduct. The code is an effort to ensure a standard of accountability for all individuals within the network towards those with whom we work, as well as an adherence of individual employees and volunteers of member organisations to the core mission statement of WWP EN.

The Code of Conduct

Responsible within WWP EN: The Equality Committee

Within WWP EN, the Equality Committee is responsible for addressing any breaches of the Code of Conduct.

The Equality Committee's role and mission is to detect problematic issues pertaining to equality and human rights, ethics, gender mainstreaming and discrimination in all areas of the work of the network and within the network itself, and report them to the board suggesting possible solutions. It consists of two board members and can co-opt up to two additional members from WWP EN Member Organisations.

Procedure for reporting a breach of the Code of Conduct

Should a member witness, or personally experience, a breach of any of the principles of the Code of Conduct they should follow the below procedure:

- 1) If the breach occurs within a member organisation, individuals should refer to management or follow the organisation's procedures for reporting this kind of incident at first. Only if the member organisation fails to take any measure the individual can address the Equality Committee.
- 2) If the breach occurs at a WWP EN event, individuals should report it directly to the Equality Committee.

¹ This Code of Conduct is based on the MenEngage Alliance Code of Conduct which you can find here: <http://menengage.org/code-conduct/>

You can reach out to the Equality Committee by filling out the form in Appendix 1 and sending it to the WWP EN Executive Director (alessandra.pauncz@work-with-perpetrators.eu).

The Executive Director will forward the information to the Equality Committee that will then seek any information or explanation required to analyse the situation and verify the breach. The committee will forward a proposal to deal with the identified breach to WWP EN Management and Board. The committee will monitor the response and prepare an evaluation report on the outcomes of the reported breach.

In some cases, the organisations that violate this Code of Conduct may face expulsion from WWP EN and, for criminal behaviour, may face legal repercussions in accordance with applicable law.

All WWP EN Member Organisations are required to cooperate with the Equality Committee.

All information gathered will be stored and handled in accordance with the European GDPR. To learn more about the WWP EN Data Protection Policy, go [here](#).

Principles of the Code of Conduct

This section outlines a set of institutional and personal principles for all individuals that are part of WWP EN (both membership and staff).

1. Create Peaceful (and Equal) Professional Environments

WWP EN Members spend most of their time working to achieve social justice in local communities and around Europe. This same work ethic also applies to our own professional environments. WWP EN does not tolerate harassment or threats in any form – verbal, physical, psychological, sexual or visual – that make others feel unsafe in any way.

Organisationally, this means treating everybody (including women, children, LGBTQI* individuals, persons with disabilities, persons with diverse cultural, ethnic and religious backgrounds, etc.) as equals inside the office as well as in communities affected (directly, as well as indirectly) by our activities, programmes and projects. WWP EN Members seek to work collaboratively, engaging in open dialogue about differences (institutional or otherwise) and achieving consensus.

2. Promote Gender Equality and Social Justice Outside the Workplace

WWP EN is committed to promoting gender equality and social justice. Accordingly, all members must work with their staff to ensure they uphold principles of gender equality, not only in their professional, but also personal lives. This means, but is not limited to,

- building relationships with men, women, children, LGBTQI* individuals, persons with disabilities, persons with diverse cultural, ethnic and religious backgrounds, men, etc. founded upon respect,
- speaking out against violence and injustice in your community whenever it is safe,
- sharing decision-making power with others,
- respecting human diversity in all its forms, and
- recognising and upholding the rights of others.

It also means being critically aware of the interconnections between gender inequality and other prevalent social and structural injustices such as classism, racism, economic inequality, and homophobia.

3. Do not discriminate against others

No member of WWP EN will discriminate against anybody for reasons pertaining to national origin, race, colour, religion, gender, age, language, physical or mental ability, sexual orientation, socio-economic or marital status, nor for any other reason. Members who come across such instances of discrimination will actively question and challenge them both inside and outside the workplace.

In case any individual witnesses or learns about such discrimination, the reporting procedure is outlined above.

4. Be violence free

The purpose of WWP EN is to prevent gender violence in close relationships. Accordingly, it is imperative for the proper functioning of WWP EN and for the maintenance of its integrity and good reputation that members work with their staff

- to ensure and uphold principles of non-violence, under all circumstances and
- to prevent and combat violence in all its forms, including sexualized violence, violence against women and children and male interpersonal violence.

Violation of this principle of non-violence may adversely affect the efforts of WWP EN and lead to the damaging of the core mission of the organisation. Thus, member organisations must hold all of their staff members accountable to rigorous anti-violence standard. Violation of this provision may lead to the removal of membership in WWP EN.

5. Prioritize ethical standards and the safety and well-being of all – with a special focus on women and children

WWP EN Members take a “do no harm” approach to the work they do in communities around the world. For this reason, it is important to be aware of how patriarchal structures highlight men’s and boys’ vulnerabilities, and largely place women and children in situations that often cause them the most harm. Members should work on how to prioritize the safety and wellbeing of all individuals impacted by their programmes and projects. This includes striving to take into account the voices of key stakeholders including men, women, children, LGBTQI* individuals, persons with disabilities, persons with diverse cultural, ethnic and religious backgrounds, etc. at the community level.

Members will also follow international ethical principles and guidelines on research and programme implementation, such as ensuring informed consent is given. Acquiring consent from children and those in “captive” areas (i.e. school, prisons) require additional safeguards to ensure participation is voluntary. For further information on child safety, see the WWP EN Child Protection Policy.

6. Avoid conflicts of interest

WWP EN Members have an obligation to do what is in the best interest of the network, in line with its mission and core principles. If an individual is presented with a situation that creates personal benefit for themselves, friends or relations, or the member organisation, at the expense of the integrity of WWP EN, there may be a conflict of interest and it should be avoided. Carrying out transactions or situations that favour certain organisations or individuals over others can lead to the tarnishing of WWP EN values and principles.

Additionally, WWP EN Members strive to work transparently and collaboratively across countries with regional and national members of the network wherever they are present.

7. Hold one another accountable

WWP EN Members are aware that both their positive and negative actions reflect back upon the organisation and the network as a whole. For this reason, while WWP EN aims to recognize the successes of its members, members must also work to hold one another accountable for actions that go against the principles of the organisation. Accountability can mean different things depending on the context. It may mean confronting a colleague who makes sexist comment about women's bodies, or holding regular meetings with key stakeholders such as LGBTQI* groups to ensure that the implementation of gender sensitive policies is carried out in a collaborative and transparent way. The most important thing to remember is that the integrity of WWP EN is dependent upon individuals who are critically aware of their actions as well as those of others, including close friends and colleagues.

In order to assure that organisations are in line with basic accountability practices please also refer to the WWP EN Accountability Framework.

8. Ensure transparency at all levels

WWP EN Members will strive to be transparent, honest, fair and ethical in all their actions, including making public their funding sources, annual budget and spending, except in cases where donors request to remain anonymous or national practices or regulations give other indications.

9. Treat network members respectfully

All WWP EN Members will treat each other with respect, acceptance, and decency and support each other through cooperation, knowledge sharing and communication.

10. Act responsibly during public appearances

During national or international appearances (e.g. conferences, seminars) all WWP EN Members will promote the network's values of advancing gender equality, human rights, social justice, and taking an active stand against *all* forms of violence. They will additionally behave in accordance with WWP EN Code of Conduct.

All members of WWP EN must sign this Code of Conduct. All WWP EN Member Organisations are required to cooperate with the Equality Committee.

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