

Statement on Integrity of the International Red Cross and Red Crescent Movement

(Working Draft)

Prepared by the International Federation of the Red Cross and Red Crescent Societies and the International Committee of the Red Cross

(This is a non-paper version for consultation purpose. With feedback received, an official draft version will be prepared, approved by the Standing Commission of the Red Cross and Red Crescent and shared with all members of the Council of Delegates by 25 October 2019)

The commitment of the International Red Cross and Red Crescent Movement (Movement) to our Fundamental Principles, coupled with our comprehensive statutory, regulatory and policy frameworks, is the foundation of our principled and ethical humanitarian action. The Movement's principled and ethical humanitarian stance is imperative to conducting our humanitarian work effectively and to accessing all people and communities in need, including in sensitive and insecure contexts.

Gaining and maintaining the acceptance and trust of all communities is a priority for the Movement. Our access to the vulnerable people and communities we strive to serve depends on it. The integrity of each component of the Movement is a matter of concern to these communities, to our stakeholders and to the entire Movement. It is therefore of paramount importance and significance for the Movement and each of its components to ensure integrity and ethical behaviour at both the individual and institutional level.

The commitments of the Movement and its components to the Fundamental Principles and to essential standards of integrity and ethics are set out in a wide range of **statutory and policy frameworks**. Together they aim to promote and support the attainment of the highest standards of integrity across the Movement and in all our work:

- the Statutes of the Movement, the Code for Good Partnership of the Movement and the Code of Conduct for the International Red Cross and Red Crescent Movement and Non-Governmental Organizations (NGOs) in Disaster Relief
- the Statutes and Code of Conduct of the International Committee of the Red Cross (ICRC)
- the Constitution of the International Federation of Red Cross and Red Crescent Societies (IFRC), the Policy on the Protection of Integrity of National Societies and Bodies of the International Federation, the Gender and Diversity Policy, the Volunteer Charter, the Integrity Framework of the IFRC and the Code of Conduct of the IFRC Secretariat
- the prevention, management and compliance frameworks for integrity adopted by individual National Societies as part of their own statutes, policies and rules.

Safe, inclusive and ethical behaviour in our workplaces. The Movement recognizes that respect for and inclusion of diversity within our workforce is critical to ensure and support integrity, trust and accountability. Volunteers, staff and the leadership should represent the diversity of our Movement as well as the diversity of the people we are mandated to serve. The Movement is accountable for building and representing a culture of diversity, inclusion, openness and respect. It is committed to ensuring that our workplaces are safe for all and that the dignity and integrity of our staff and volunteers is preserved, safeguarded and promoted.

The Movement is committed to ensuring that prevention and protection against any form of misconduct is an integral dimension of all our work and that there is no tolerance for any form of discrimination, harassment, abuse or exploitation.

Addressing breaches of integrity and unethical behaviour and learning for change. Ensuring compliance with individual behavioural standards, including through the adoption and firm and fair application of institutional rules, mechanisms and procedures, is paramount, as is their continuous revision and adaptation to address emerging risks and changing contexts. As components of the Movement, we are firmly committed to preventing and addressing breaches of integrity and unethical behaviour by our leadership, employees and volunteers.

Transparency and accountability. The Movement is determined to ensure the most appropriate levels of accountability to governments, to our donors and to our partners in line with our Fundamental Principles. The Movement components aspire to be transparent and open and to allow appropriate access to institutional and financial records, such as annual reports, audited accounts and evaluations of appeals, programmes and operations, while respecting privacy and ensuring data protection. The Movement recognizes that transparency, including as it relates to challenges, is crucial to building trust with diverse stakeholders.

The Movement components are committed to ensuring **the protection of whistleblowers** so that individuals are able to act in the best interests of their organization without fear of repercussions or retaliation. We are also committed to protecting the confidentiality and due process rights of persons who are the subject of an allegation or investigation.

The Movement components are committed to working together to ensure strong **accountability to the communities we work with**, by engaging and communicating with people to better understand their diverse needs, vulnerabilities and capacities and by providing them with safe and equitable access and opportunities to actively participate in decisions that affect them, with the goal of ensuring that our collective actions are effective, inclusive and accountable.

Dialogue. We are committed to continuing our dialogue with governments in line with the Fundamental Principle of independence and with the requirements of the distinctive and balanced partnership between National Societies and their public authorities. This dialogue should address good governance, integrity and accountability principles as well as trust as the essential basis for cooperation and for impartial humanitarian action. The Movement, as an independent and neutral humanitarian actor, deserves and wishes to establish and nurture trusted relationships with its stakeholders through its integrity frameworks and action.

The Movement will further pool resources to provide all components with effective support, training, education and guidance in strengthening our integrity and accountability rules, processes and mechanisms, including through the establishment of the statutory and legal base and related constitutional and policy frameworks. The sharing of standards, knowledge and experience in the management of integrity issues will be reinforced by peer-to-peer support and tailor-made guidance to individual components. Learning for change is essential to educate Movement staff and volunteers and our stakeholders and to empower us to identify risks and understand the importance of integrity.

The ICRC and the IFRC will continue to support National Societies in strengthening their statutory and legal base and related regulatory and policy frameworks, including through the Joint ICRC/International Federation Commission for National Society Statutes and as part of their work in the area of National Society development.

The IFRC and the ICRC will ensure that the conditions of their partnerships, including within the Movement, reflect a firm commitment to integrity and ethical standards, including through

the terms and clauses of partnership agreements and the establishment and implementation of a due diligence process.

The ICRC and the IFRC, as signatories to the Inter-Agency Misconduct Disclosure Scheme, will continue to share information, as part of their recruitment processes, with potential employers about people who have been found to have committed sexual misconduct during employment and to proactively seek such information as part of their pre-employment vetting processes.

National Societies will continue to develop, disseminate and operationalize policies defining their commitments and those of their personnel to ensure safe, respectful and inclusive behaviour and will establish relevant prevention and management frameworks for integrity, including codes of conduct and policies on gender and diversity, child protection, prevention of and response to sexual exploitation and abuse, and whistleblower protection.

National Societies will ensure that they establish policies and management procedures for the protection of their integrity and that regular risk assessments are carried out to mitigate and address integrity risks related to:

- violations of the Fundamental Principles
- political interference in National Society affairs
- issues related to their statutes
- issues related to the performance of their leadership in relation to compliance to protect the image and reputation of the organization, including but not limited to financial reporting and governance matters
- operational integrity.

National Societies will continue to carry out systematic self-assessments, such as the organizational capacity assessment and certification (OCAC) process, and train staff and volunteers on the Fundamental Principles, applicable integrity policies and their code of conduct. National Societies will strive to address integrity issues at an early stage and seek support, if they are unable to resolve them, from other National Societies, the IFRC and the ICRC. They will submit allegations of breaches of integrity to the Compliance and Mediation Committee (CMC) and fully cooperate with it.

The IFRC has embedded integrity and ethical behaviour in its organizational culture and will continue to undertake coherent and comprehensive actions, through the implementation of its Integrity Framework, to constantly strengthen its integrity systems, provide staff training and ensure compliance. Ensuring trust and accountability is also an important element of the new IFRC Strategy 2030.

The IFRC is disseminating its Policy on Prevention and Response to Sexual Exploitation and Abuse (PSEA) across all its offices and operationalizing it in emergency operations. A solid and safe system of dedicated focal points is being established, and standard operating procedures are being developed. PSEA will be a mandatory component of all induction courses and included in training and briefings for all new staff, with particular attention on leadership roles.

The IFRC's own risk management and compliance systems will continue to be enhanced with the oversight and support of its Audit and Risk Commission and the CMC. The amended Constitution will further strengthen the mandate and impact of the CMC.

The IFRC will put a strong focus on supporting National Societies in setting up effective systems for integrity risk management (early detection and procedures and mechanisms to deal with risks) as part of National Society development support.

The ICRC will continue to embed integrity and ethical behaviour as an essential component in its organizational culture, in line with its institutional strategy and its Code of Conduct.

It will prioritize the implementation of compliance activities throughout the institution, enhancing cross-cutting coordination and integration of the risk management framework, the internal control framework, the Code of Conduct framework and related policies and procedures.

The ICRC will enhance the organization's capability in proactively managing strategic, institutional and operational risks through staff training and process and tool development. It will also ensure that allegations of misconduct are investigated thoroughly and in a timely manner and that remedial actions, including sanctions, are implemented in accordance with the operational guidelines set out in its Code of Conduct. It will further extend the systems that enable effective monitoring and measuring of compliance performance in the institution. It will continue to develop systems and processes to facilitate its response to increased transparency and reporting requirements by donors and to enhance its analytical capacity and capabilities to improve risk identification.

The Movement components will work together to identify areas of further convergence for an enhanced Movement-wide approach to integrity and ethical behaviour. We undertake to report to the next Council of Delegates in 2021 and, through it, to the 34th International Conference of the Red Cross and Red Crescent on progress in fulfilling the commitments made in this Statement.