

# Power of humanity

Council of Delegates of the International  
Red Cross and Red Crescent Movement

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## COUNCIL OF DELEGATES OF THE INTERNATIONAL RED CROSS AND RED CRESCENT MOVEMENT

Geneva, Switzerland  
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### Statement on Integrity of the International Red Cross and Red Crescent Movement

Document prepared by  
the International Federation of Red Cross and Red Crescent Societies and  
the International Committee of the Red Cross

Geneva, December 2019

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

**This statement expresses the seriousness with which the International Red Cross and Red Crescent Movement (the Movement) takes the issue of integrity.**

**The integrity and ethical behaviour of each component of the Movement, at an individual level as well as at an institutional level, is of paramount importance to the Movement as a whole.**

The commitment of the Movement to our Fundamental Principles, coupled with our comprehensive statutory, regulatory and policy frameworks, is **the foundation of our principled and ethical humanitarian action**. This stance is imperative to conducting our humanitarian work effectively and is core to gaining and maintaining the **acceptance and trust** of the people and communities in need that we strive to serve, including in sensitive and insecure contexts.

The Movement 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 the prevention of 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.

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.

The Movement recognizes that **respect for and inclusion of diversity and gender balance 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 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, in line with the Movement-wide commitments for community engagement and accountability.

The Movement is determined to ensure the most appropriate levels of **accountability** to governments, to donors and to 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, 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 is committed to ensuring **the protection of whistle-blowers** 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 is committed to further building on existing structures and, as appropriate, **pooling resources and experience**, including from partners, to provide **all components** with effective support, training, education and guidance in strengthening integrity and accountability rules, processes and mechanisms. **National Society Development** is an effective approach for strengthening local and national capacities for the early detection and effective management of integrity risks, thus contributing to the relevance, reach and sustainability of services to people in need.

National Societies will be further **supported in strengthening risk management** through the revision of their statutory and legal base and related regulatory and policy frameworks, in line with the newly adopted Movement Guidance for National Society Statutes and the IFRC Integrity Framework. National Society statutes will continue to be reviewed regularly by the Joint ICRC/International Federation Commission for National Society Statutes.

Furthermore, Movement components are committed to ensuring 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 appropriate risk management processes.

Integrity issues within National Societies will be addressed by their leadership or, as required, by the **IFRC Compliance and Mediation Committee**, with sanctions applied through the IFRC Governing Board and General Assembly.

Integrity concerns within the IFRC Secretariat will be investigated by the **Office of Internal Audit and Investigation** with oversight, as necessary, from the Audit and Risk Commission. Any breaches will be sanctioned as per staff rules and regulations, and an **annual report** on the handling of significant concerns will be published.

The ICRC will enhance its capability in **proactively managing strategic, institutional and operational risks** and ensure that allegations of misconduct are investigated and that remedial actions, including sanctions, are implemented. It will further augment systems for the effective monitoring and measuring of compliance performance, while continuing to develop systems and processes in response to increased transparency and reporting requirements and to enhance its capabilities to improve risk identification.

**This statement will be followed up with a clear plan to consult on, implement and monitor an enhanced approach to integrity across the Movement. 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.**