

# CODE OF CONDUCT

**The staff members of Medu commit themselves to**

1. Bringing health assistance to the most vulnerable population in situations of crisis, in case of natural disasters, wars, and epidemics, without any racial, religious, philosophical or political discrimination;
2. Operating with neutrality and impartiality, claiming the right to practice their medical profession freely in the name of universal and professional ethics;
3. Respecting deontological medical ethics and keeping themselves independent of any political, economic and religious power;
4. Calling attention to the risks of humanitarian crises and to the threats for the health and the dignity of people with the goal of contributing to their prevention;
5. Looking for the possibility to cooperate with other partners to establish solidarity actions beyond the health area;
6. Denouncing and bearing witness to the violations of human rights and in particular cases of exclusion from the right to health;
7. Developing new approaches and practices in public health, based on respect of human dignity and of different cultures;
8. Maintaining a relation of total transparency with Medu donors;
9. Upholding the integrity of Medu by ensuring that one's personal and professional conduct is, and is seen to be, of the highest standard;
10. Performing official duties and conducting private affairs in a manner that avoids conflicts of interest, thereby preserving and enhancing public confidence in Medu;

11. Contributing to the building of a harmonious workplace based on team spirit, mutual respect, cooperation and understanding;
12. Promoting the safety, health and welfare of all Medu staff as a necessary condition for effective and consistent performance;
13. Safeguarding and making responsible use of information and resources to which they have access by reason of their employment with Medu;
14. Preventing, opposing and combating all exploitation and abuse of the assisted population and of other persons of concern;
15. Refrain from any involvement in activities that are criminal or unethical, that contravene human rights, or that compromise the image and interests of Medu;
16. Refrain from any form of harassment, discrimination, physical or verbal abuse, intimidation or favouritism in the workplace.