

Ethics statements for volunteers and employees

Adopted by the National Board on 13.09.19 - updated as needed by the Secretary-General

1. Purposes and Principles

The Red Cross is a humanitarian, volunteer organization that operates in accordance with the Geneva Conventions and the seven fundamental principles of the International Red Cross and Red Crescent Movement: Humanity, impartiality, neutrality, independence, voluntary service, unity, and universality.

Ethics statements applies to volunteers and employees of the Red Cross. The organization's purposes and principles shall be adhered to, and volunteers and employees shall act in accordance with the interests of the Red Cross, Red Cross statutes, ethical rules, and other adopted provisions.

Volunteers and employees must always comply with national legislation when acting on behalf of the Red Cross, and must not act in a manner that could harm the interests or reputation of the Red Cross.

2. Respect for Fellow Human Beings

Tasks shall be performed for the benefit of the individuals we aim to assist. Volunteers and employees of the Red Cross shall respect all individuals. No one shall engage in actions that may be considered bullying, harassment, abuse, discrimination, or exploitation of any person.

The Red Cross has established 'Guidelines for Social Media in the Red Cross.' These apply to employees and are advisory for all volunteers.

Employees and volunteers should be mindful of their role and the Red Cross' values when speaking out.

3. Financial Accountability

The Red Cross shall conduct its operations in a manner that maintains trust in the organization, ensuring that its financial resources are used for the benefit of its purpose.

Volunteers and employees shall act responsibly in the administration of financial resources. Red Cross assets shall be handled with care.

All Red Cross assets and equipment, access rights, authorizations, and ID cards shall be returned or terminated upon cessation of work for the Red Cross. This also applies in cases where a volunteer or member is excluded, suspended, or expelled.

4. Personal Integrity

All work should be performed with personal integrity, without dishonesty, fraudulent intentions, or corruption. Volunteers and employees shall refrain from actions that favor some over others, nepotism, or bribery.

Being a volunteer or employee in the Red Cross should not be used to gain personal benefits through gifts or services from others.

Volunteers or employees may not accept personal gifts or services exceeding the value of 500 kroner. Nor is it permissible to acquire personal benefits through the representation one holds on behalf of the Red Cross, including financial resources, services, properties, or other assets.

5. Purchases and Business Relationships

No one can financially obligate the Red Cross unless they have been granted authority to do so. Volunteers and employees involved in procuring goods and services for the Red Cross should be familiar with the applicable procurement regulations. All purchases shall be made in accordance with the best interests and purposes of the Red Cross.

The individual responsible for procurement must disclose any potential conflicts of interest with a supplier or business partner (such as familial relationships or ownership of shares). No one should make purchasing decisions from their own or their relatives' businesses.

No one should make personal use of Red Cross procurement agreements or discount schemes, except when the agreement is intended to offer discounts to Red Cross volunteers or employees. Furthermore, private orders should not be placed with suppliers whom volunteers or employees interact with as representatives of the Red Cross, if such actions could raise doubts about role and interest separation.

6. Neutrality

In work performed for or perceived to be on behalf of the Red Cross, volunteers and employees should refrain from publicly expressing opinions or participating in activities that could adversely affect the Red Cross' impartiality, neutrality, or independence.

Ethics statements for volunteers and employees of the Norwegian Red Cross

Approved: 13. Sept. 2019

Revised: 11. May 2023

Translation date: 7. May 2024

This provision does not preclude employees and volunteers from otherwise engaging in political activities or exercising freedom of speech as private individuals.

7. Protection of the Emblem

Volunteers and employees must respect the emblems; The Red Cross, The Red Crescent, and The Red Crystal, and use them in accordance with applicable regulations. Employees may wear the emblem while on duty. Outside of duty, the emblem should only be worn in small dimensions, such as a pin or a badge. Any misuse of the emblems should be reported to the national office.

8. Safety

Volunteers and employees are required to comply with current safety requirements for all activities. It is not allowed to bring or store firearms, ammunition, or any other weapon-like objects of any kind in Red Cross vehicles and premises. Longyearbyen Red Cross is exempt from this rule.

Volunteers and employees serving the Red Cross should not be under the influence of any form of intoxicants.

9. Prohibition of Sexual Exploitation

There is an absolute prohibition on all forms of sexual exploitation within the Red Cross.

It is not allowed to produce, procure, distribute, or use pornographic material in Red Cross offices or on Red Cross equipment, including accessing pornographic websites.

10. Personal Responsibility

All volunteers and employees of the Red Cross are personally responsible for adhering to the organization's Ethics Statements and for contributing to the establishment of an organization that upholds the Red Cross' purposes and principles.

For employees of the Red Cross, violations of the Ethics Statements may have consequences for their own employment status.

For volunteers, violations of the Ethics Statements may lead to measures in accordance with the laws and regulations of the Red Cross.

Ethics statements for volunteers and employees of the Norwegian Red Cross

Approved: 13. Sept. 2019

Revised: 11. May 2023

Translation date: 7. May 2024

11. Disreputable conditions

Disreputable conditions within the organization should be addressed at the lowest possible level, with the nearest supervisor or other trusted individuals.

Additionally, volunteers and employees can report through the Red Cross' whistleblowing portal.

CONFIRMATION

I, _____ (Name, block letters) confirm that I have read and understood the content of the Ethics Statements for volunteers and employees in the Red Cross.

Place and date

Signature