



## **CODE OF ETHICS**

### **WOMEN OF SEYCHELLES INSPIRING TRANSFORMATIVE ACTIONS (WOSITA FOUNDATION)**

Members of the WOSITA Foundation will operate under the guiding principles of its objects and its core values enshrined in its Constitution; and as much as possible will follow the broad guidelines of the World Association of Non-Governmental Organizations (WANGO) and fully abide to the relevant provisions of the Associations Act 2022 of Seychelles and adopt the clauses of the Association's code of ethics outlined below:

***Vision** – Women coming together for the well being of Seychelles and its people.*

***Mission Statement** - To engage, listen, inspire and empower women of Seychelles to triumph, and to unlock their potential.*

**1) Responsibility, Servitude, Trust, and Public Mindedness:**

*“Trust is the lifeblood of an NGO - trust by the public, trust by the media, trust by the government, trust by corporations, trust by donors, trust by other NGOs, trust by beneficiaries, and trust by its employees and those who volunteer their time” - WANGO 2004.*

Members and staff of the WOSITA Foundation are expected to be always reminded of who we aim to serve and be mindful of the responsibility as an NGO vis-à-vis the public. We, the members of the WOSITA Foundation, are motivated by an inner drive and commitment to empower women and to improve the quality of life through the social causes we support and projects we undertake. As members we are committed to the preservation and enhancement of voluntarism and hold stewardship of these concepts.

**2) Professionalism and Integrity:**

Members and staff alike are expected to maintain the highest standards of professional and personal conduct, and by taking personal and professional responsibility for their actions and decisions. Any action or decision should be undertaken in the best interest of the the WOSITA Foundation, and members must avoid committing any criminal offence or professional misconduct, integrity and honesty are paramount. Executive Committee members must abide by Section 25 (10) of the Association Act 2022.

**3) Confidentiality:**

The deliberations of the Executive Committee's meetings, any financial information or otherwise of the, WOSITA Foundation and personal information of members, donors, partners and/or collaborators shall remain confidential and not to be shared with the public, unless otherwise

approved for publication by the Executive Committee through the Secretary of the WOSITA Foundation. Members are expected to uphold confidentiality in all dealings related to the Foundation.

**4) *Human Rights and Dignity:***

WOSITA Foundation endeavors to respect the rights of each member and commit to foster cultural diversity and pluralistic values. We are committed to treating everyone we serve and work with, with respect, ensuring that human rights are upheld within all our initiatives.

**5) *Transparency, Accountability and Advocacy:***

WOSITA Foundation shall ensure that any information disseminated to the media, policy makers or the public will be accurate and up to date. Our website and social media platforms will be the official communication channels for the public to inquire about our functions and projects, and/or through an executive member of the Foundation; (Chairperson, Vice Chairperson, and Treasurer). WOSITA Foundation endeavours to continuously and actively promote the Foundation positively to grow its support and membership.

**6) *Diversity:***

WOSITA Foundation respects and values the diversity of experiences, knowledge, skills, cultures, and identities of all its members and the communities we serve or partners we engage with. We commit to fostering an environment of inclusivity and collaboration.

**7) *Non-Discrimination:***

WOSITA Foundation is an association promoting engagement of women and girls in Seychelles, whilst also recognizing and appreciating contributions and participation of gender champions (be it male or other gender). We therefore reject any act of discrimination based on gender (other than in the attainment of our objects), race, ethnicity, cultural diversity, sexual orientation, religion, socioeconomic status, or disability.

**8) *Empathy:***

WOSITA Foundation members aim to support each other, understand and share the feelings of those around us, treat each other with respect and compassion, and behave in ways that demonstrate and reinforce the high standards/values of our society, or standards expected of us, to ensure the people we work with, or for, have a voice and are valued.

**9) *Conflict of Interest***

WOSITA Foundation members shall disclose any institutional affiliation that might result in conflict of interests. Any gifts received connected with the WOSITA Foundation should be handed over to the Treasurer or Chairperson.

**10) *Solicitation:***

WOSITA Foundation members shall not exploit any relationship with a donor or prospective donor for personal benefits or the benefits of any relative, friend, associate, colleague, etc. Members should safeguard the interests of the WOSITA Foundation. All sponsorship should be solicited by and reported to the Executive Committee.

**ACKNOWLEDGEMENT AND PLEDGE**

*I, .....of .....*

*Position in WOSITA Foundation: .....*

*Hereby agree and pledge to fully abide and adopt the WOSITA Foundation Code of Ethics and Conduct in all my dealings with and for the WOSITA Foundation, its members and as much as possible in my professional/personal life.*

*Name: ..... Signature: ..... Date:.....*

**WITNESS:**

*Name: ..... Signature: ..... Date:.....*