

EECA MenEngage Platform Code of Conduct¹

Introduction

All existing and incoming institutional members of the EECA MenEngage Platform² must conduct themselves in a manner that is consistent with the values and principles of the Alliance, including the individual/family level: Advancing gender equality, human rights and social justice.

This document is an effort to ensure a standard of accountability for all member organisations to others with whom we work, as well as an adherence of individual employees and volunteers of member organisations to the core principles of the Platform.

Code of Conduct

This section outlines a set of institutional and personal principles for membership. Should a member witness, or personally experience, a breach of any of these codes of conduct, please review the situation with individuals of the platform and from your organization and seek their input. In some cases, those organizations that violate this Code of Conduct may face expulsion from the EECA MenEngage Platform, and, for criminal behavior, may face legal repercussions in accordance with local laws.

1. Create Peaceful (and Equal) Professional Environments

EECA MenEngage Platform members spend countless hours every day, week and year working to achieve gender equality and social justice in local communities and around the world. This same work ethic also applies to our own professional environments. EECA MenEngage Platform members do not tolerate harassment or threats in any form – verbal, physical, psychological, sexual or visual – that make others feel otherwise unsafe. Organizationally, this means treating others (including women, children, , persons with disabilities etc.) as equals inside the office as well as in communities impacted, directly, as well as indirectly, by our activities, programs and projects, as well as always respecting gender and sexual diversity. EECA MenEngage Platform members seek to work collaboratively, engaging in open dialogue about differences (institutional or otherwise) and achieving consensus building.

2. Promote Gender Equality and Social Justice Outside the Workplace

The purpose of the EECA MenEngage Platform is to promote gender equality and social justice, thus it is imperative for the proper functioning of the EECA MenEngage Platform, and for the maintenance of its integrity and good reputation, that members work with their staff to ensure they uphold principles of gender equality not only in their professional, but also personal lives. This means, but is not limited to, building relationships with women, children, transgender individuals and men founded upon respect, speaking out against violence and injustice in your community, sharing decision-making power with others, respecting human diversity in all its forms, and recognizing and upholding the rights of others in all circumstances, including humanitarian crises situations. It also means being critically aware of the interconnections between gender inequality and other prevalent social and structural injustices such as classism, racism, economic inequality, and homophobia.

3. Do Not Discriminate Against Others

¹ Adapted from MenEngage Global Alliance's [Code of Conduct](#)

² EECA MenEngage Platform is an Alliance comprising of non-governmental organizations, civil society organizations, government representatives, academics and UN partners across 17 countries in the Eastern Europe and Central Asia region.

No member of the EECA MenEngage Platform will discriminate against others for reasons pertaining to national origin, race, color, religion, gender and sexual diversity, age, language, physical or mental ability, socioeconomic or marital status, nor for any other reason. Members who come across such instances of discrimination will actively question and challenge them both inside and outside the workplace.

4. Be Violence³ Free

EECA MenEngage Platform members are committed to the principle of non-violence, under all circumstances, and work to prevent and combat violence in all its forms, including sexual and gender-based violence, violence against women and children and male interpersonal violence. Violation of this principle of non-violence may adversely affect the efforts of the Platform and lead to the tarnishing of the Platform's beliefs and principles. Thus, member organizations must hold all of their staff members accountable to a rigorous antiviolence standard. Violation of this provision may lead to the removal of the member's affiliation with the EECA MenEngage Platform.

5. Prioritize Ethical Standards and the Safety and Well-Being for All – including Women and Children

EECA MenEngage Platform members take a “do no harm” approach to the work they do in communities around the world. For this reason, it is important to be aware of how patriarchal structures highlight men's and boys' vulnerabilities, and largely place women and children in situations that often cause them the most harm. Members should work on how to prioritize the safety and wellbeing of all individuals impacted by their programs and projects. This includes striving to include and take into account the voices of key stakeholders including men, women, boys, girls, and transgender individuals at the community level, and the voices of local activists and organizations in program design, development and evaluation, as well as any other initiative that aims to engage the community.

Members will also follow international ethical principles and guidelines on research and program implementation such as ensuring participation is always voluntary and informed consent is given. Acquiring consent from children and those in “captive” areas (i.e. schools, prisons) require additional safeguards to ensure participation is always voluntary.

³ “Violence” shall be understood as the intentional use of physical force or power, threatened or actual, against oneself, another person, or against a group or community, which either results in or has a high likelihood of resulting in injury, death, psychological harm, mal-development, or deprivation (WHO – Violence Prevention Alliance definition).

“Gender-based violence” (GBV) can be defined as acts of physical, mental or social abuse (including sexual violence) that is attempted or threatened, with some type of force (such as violence, threats, coercion, manipulation, deception, cultural expectations, weapons or economic circumstances) and is directed against a person because of his or her gender roles and expectations in a society or culture. A person facing gender-based violence has no choice to refuse or pursue other options without severe social, physical, or psychological consequences. Forms of GBV include sexual violence, sexual abuse, sexual harassment, sexual exploitation, early marriage or forced marriage, gender discrimination, denial (such as education, food, freedom) and female genital mutilation (Council of Europe Convention on preventing and combating violence against women and domestic violence, Council of Europe Treaty Series no. 210, 2011).

“Violence against women” refers to any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life (General Assembly Declaration on the Elimination of Violence against Women (A/RES/48/104, of 19 December 1993)).

6. Avoid Conflicts of Interest

EECA MenEngage Platform members have an obligation to do what is in the best interest of the Platform, in line with its mission and Core Principles. If a member is presented with a situation whose outcome creates personal benefit for him or herself, friends or relations, or the member organization, at the expense of the integrity of EECA MenEngage Platform, there may be a conflict of interest and it should be avoided. Carrying out transactions or situations that favour certain organizations or individuals over others can lead to the tarnishing of the EECA MenEngage Platform's beliefs and principles.

Additionally, EECA MenEngage Platform members strive to work transparently and collaboratively across countries with regional and national members of the network wherever they are present.

7. Hold One Another Accountable

EECA MenEngage Platform members are aware that both their positive *and* negative actions reflect back upon their organization and the network as a whole. For this reason, while the Platform aims to recognize the successes of its members, members must also work to hold one another accountable for actions that go against the Principles of the Platform. Accountability can mean different things depending on the context. It may mean, for example, confronting a colleague who makes a sexist comment about women's bodies, or holding quarterly meetings with key stakeholders to ensure that the implementation of a project is carried out in a collaborative and transparent way. The most important thing to remember is that the integrity of the EECA MenEngage Platform is dependent upon individuals who are critically aware of their actions as well as those of others, including close friends and colleagues.

EECA MenEngage Platform will further work with the MenEngage Global Alliance to contextualize the currently available global [Accountability Standards and Guidelines](#) for the Platform. EECA MenEngage Platform will make available its accountability protocol and conduct training to support members to implement these principles at their organizational and individual levels.

8. Ensure Transparency at All Levels

EECA MenEngage Platform members will strive to be transparent, honest, fair and ethical in all of their actions, including making public its sources of funding and annual budget and spending, except in cases where the donor requests to remain anonymous. Transparency also means working collaboratively with local organizations in places where a platform member is.