



## CODE OF ETHICS May 2011

To be a member of ChangeMakers Refugee Forum, organisations and individuals must adhere to the following Code of Ethics:

### 1.0 VALUES

- 1.1 **Nothing about us should be without us.** People with refugee-backgrounds should be involved in all stages when new policies and services are being developed. Their involvement should be meaningful and respectful of them as the people who will be most affected by those policies and services in the future.
- 1.2 **The focus should be on strengths not weaknesses.** Refugees bring knowledge, experience and many different skills to New Zealand. They have much to contribute.
- 1.3 **A human rights approach** instead of a welfare approach should be the basis for policy development and service delivery.
- 1.4 **A shared voice is a strong voice.** While we acknowledge the differences and the importance of independence, we also recognise the great value of coming together to work on issues of common concern.

### 2.0 ETHICS

Members of ChangeMakers commit to:

- 2.1 Treat fellow members with respect, honesty, dignity and courtesy;
- 2.2 Not act or speak publicly in a manner that denigrates ChangeMakers or fellow members or their staff;
- 2.3 Accurately represent its purpose and practice to ChangeMakers and all stakeholders;
- 2.4 Act in the best interests of all refugee background communities and not to pursue individual religious or political interests while acting as a member of ChangeMakers;
- 2.5 Use factual and accurate information in any donor or public publications, media releases or other representations;
- 2.6 Act with integrity at all times.

**3.0 COMPLIANCE WITH CODE OF ETHICS**

In the event of an alleged breach of the Code of Ethics, the procedures set out in ChangeMakers Membership Policy shall be followed.

**On behalf of** \_\_\_\_\_

I accept and agree to abide by ChangeMakers Code of Ethics:

**Name** \_\_\_\_\_

**Signature** \_\_\_\_\_