



# Code of Conduct

## Of the members of IUCN Commissions

Adopted at the 89th meeting of IUCN Council on 17 august 2016

The IUCN Commissions are one of three important pillars within IUCN's statutorily created structure, complementing the other primary pillars. The global expertise harnessed by the Commissions contributes both stature and substance to IUCN. The Commissions' contributions enable the Union to access considerable expertise, amplifying and assisting the work of the Secretariat and Members.

So much of what the IUCN achieves is a collective contribution. Membership in IUCN's Commissions confers a high level of recognition and respect to professionals who volunteer to join in IUCN's overall efforts to achieve its important mission and vision. This Code of Conduct is designed to ensure that the members of IUCN's Commissions consistently conduct their work and interactions in an ethical, professional, impartial, unbiased and tolerant manner.

The Code reaffirms and supplements the by-laws of individual Commissions.



## CODE OF CONDUCT OF THE MEMBERS OF IUCN COMMISSIONS

Every IUCN Commission member is expected to contribute to the Vision and Mission of IUCN and the member's Commission(s). Commission membership embodies a relationship of mutual trust and respect among all IUCN Commission members and also with other parts of IUCN. Commission members are expected to undertake their work and participate in the affairs of the Commission individually and collectively in a responsible, professional and respectful manner, to deal fairly in all transactions and to honour all commitments and promises. As such, each Commission member pledges to achieve the high standards of IUCN Commissions in the following areas:

- Integrity and Professionalism,
- Accountability,
- Ethical Leadership; and Transparency,
- Responsiveness and Reliability,
- Mutual Respect for Colleagues, Peers, IUCN Secretariat and other Commissions,
- Dignity and Cultural Sensitivity,
- Paid and Unpaid Work (Including Consultation) for IUCN Secretariat, any Commission or any recognised sub-grouping (SG),
- Representation,
- Environmental Responsibility and Safety,
- Confidentiality,
- Conflicts of Interest and
- Response to Violations of this Code.

### **Integrity and Professionalism**

- o To act honestly, truthfully and with integrity in all dealings, both within IUCN and on its behalf or in its name; to examine the accuracy and source of all relevant information before allowing it to be used in Commission products and advice.
- o In all dealings, and especially towards IUCN Commission members, to behave in a professional manner, as part of the collective desire to strengthen the competencies of IUCN and the conservation community.
- o To comply with all applicable laws and regulations in all dealings relevant to IUCN and its activities and objectives.

### **Accountability**

- o To abide by all relevant governing documents of the relevant Commission(s).
- o To make all reasonable efforts to ensure that Commission's products are delivered in a timely fashion and meet all relevant contractual terms and conditions.
- o To treat all who provide funding to, or receive funding from, IUCN Secretariat or any Commission or SG fairly, openly and honestly throughout the fundraising and fund distribution process, with appropriate acknowledgement of all contributions, and proper accounting therefore.

### **Ethical Leadership and Transparency**

When fulfilling a leadership role within any Commission or SG:

- o to do so ethically, operating transparently and fairly, giving appropriate notice of key leadership decisions to affected members, and avoiding personal or institutional bias or favour.

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o to act as a fiduciary with regard to any property or information held on behalf of IUCN, or any Commission or SG.

o to make reasonable efforts to listen to stakeholders and understand and respect their needs and concerns.

### **Responsiveness and Reliability**

o To contribute to the work and deliberations within SGs, sharing knowledge, time and expertise; endeavouring to honour all commitments; keeping all partners and stakeholders aware of the status of work under such commitments; and refraining from promising more than the member is capable or authorised to deliver.

### **Mutual Respect for Colleagues, Peers, IUCN and Commissions**

o To recognise all members of the IUCN Commissions as colleagues deserving of respectful treatment both in communications within IUCN and also in communications about them outside of IUCN.

o In cases of disagreement with any position taken by IUCN and/or any Commission or SG, if making any public comment on that position, to express it respectfully.

### **Dignity and Cultural Sensitivity**

o To respect the cultural diversity of our global network and to behave in all communications on behalf of IUCN and/or any Commission or SG and other related interactions with respect for all peoples, cultures and traditions.

o To avoid and refuse to tolerate discriminatory practices that treat groups or individuals less favourably on the basis of culture, national or ethnic origin, gender, marital or other family status, sexual orientation, socio-economic status, age, disability, political alignment or religious belief.

### **Paid and Unpaid Work (Including Consultation) for IUCN or any Commission or SG**

o When engaging in paid or unpaid work with, or in the name of, IUCN, any Commission or SG, to abide by the contract, as well as the governing documents of IUCN, the Commission and/or the SG.

### **Representation**

o When participating in negotiations and policy discussions as a representative of IUCN and/or any Commission or SG, to endeavour to ensure that all actions taken are informed by the relevant policy positions of IUCN and/or that Commission.

o To avoid any communication or use of the name, logo or other formal indications of IUCN or any Commission or SG that has not been authorised by the appropriate person or body or which conveys a misunderstanding about whether that communication is authorised by IUCN or any Commission or SG.

o To avoid any statement or behaviour when undertaking a role in the name of IUCN or a Commission exposes IUCN or any Commission to legal liability.

### **Environmental Responsibility and Safety**

o When acting and/or engaging in advocacy affecting conservation or sustainable development, to do so in a manner that reflects IUCN's shared commitment to sustainability, responsibility and environmen-

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tal best practice, leading by example and, to the extent possible, working with partners who conform to these standards.

o To avoid, where reasonable and possible, any activity that harms or endangers others, where such danger, harm or injury might be perceived to involve IUCN or any Commission and to notify appropriate persons where such activity is unavoidable.

### **Confidentiality**

o To respect the confidentiality of sensitive information about IUCN and any Commission or SG, including closed discussions involving its members, constituents, donors, board and employees.

### **Conflicts of Interest**

o To refuse to accept any payment or special consideration from any person or organization whose purpose in providing such a payment is to unduly influence the decisions, policies or actions of the IUCN or any of its Commissions or SGs or to interfere in the established decision-making process to accomplish that person/organisation's objectives.

o To refuse to accept tolerate behaviour described in the previous bullet in others, and to disclose to the Commission Chair (or his/her designee), any potential conflict of interest, before engaging in any action or decision-making involving that conflict.

o Where for any reason, any Commission member finds that he/she cannot comply with this Code of Conduct, to notify the Chair (or designee) of every Commission in which that member participates, and from that point onward to refrain from claiming to be an IUCN Commission member. (IUCN, the Commissions and their SGs will not criticise any member who takes this option, as long as that person continues to behave respectfully toward IUCN and its Commissions and SGs).

### **Response to Violations of this Code of Conduct**

o Upon becoming aware of any violation of this Code of Conduct, to request that the person(s) engaging in the violation cease such behaviour.

o To report any continuing violations to the relevant Commission Chair (or his/her designee).

o If serving in a leadership capacity that authorises or mandates such action, to respond to reports of violations of this Code of Conduct promptly and appropriately, ensuring that appropriate notice of such response reaches all interested persons, and using discretion as to whether and how broadly dissemination is to be undertaken.

**It is the responsibility of all Commission members to read, understand and abide by the above-described Code of Conduct. Action inconsistent with this Code of Conduct or failure to take action mandated by this Code of Conduct may result in that member's removal from the Commission.**