

ForestAction Nepal Code of Conduct

Preamble

Under the article 26 of the Constitution of ForestAction Nepal, this code of conduct has been enforced after its endorsement from the Executive Board Meeting of the organization.

Social obligation and professional conduct

- ForestAction should give high priority to field actions field actions, action research, policy facilitation and analysis for improved livelihood through natural resources.
- In undertaking social/community activities, ForestAction should devise and implement short-term and long-term programmes as required for self-reliance and sustainability.
- Professional ethics and morality along with research integrity, independence and rigor should be given high priority keeping in mind the respondents informed consent is respected.

Cooperation, respect to human rights and personal freedom

- Cooperative behaviour and kindness should be demonstrated towards children, women, Indigenous People, disabled, senior citizens, and the groups, communities and regions of the working areas of the organizations.
- No activity or cooperation with organizations involved in environmental deterioration and violation of community and human rights should exist
- ForestAction should not perform any act that may violate the human rights of any individual.
- ForestAction is obligated to comply with international humanitarian laws, treaties, conventions, and declarations to which Nepal is a state party.
- ForestAction should be sensitive towards the moral norms and values, religion, language, culture and tradition of its beneficiaries and stakeholders.
- ForestAction should be socially inclusive, gender-friendly and free from child labour.
- ForestAction should not engage in any activity that undermines fundamental principles of democracy, and norms and values of social justice.

Autonomy and mutual respect

- ForestAction should not be directly controlled by any government, intergovernmental bodies or international organizations.
- All officials, members and staffs of ForestAction should work for the protection, promotion and support of the rights and welfare of the organization.

Secularity and neutrality

- Organizationally, ForestAction should not campaign on behalf of any political party or political ideology and should not perform acts that suggest political influence or prejudice.
- Keeping in mind the humanitarian values and objectives associated with its area of work, ForestAction should remain unprejudiced of factors such as politics, religion, culture, disability, gender and ethnicity.
- There should not be any publicity or campaigning for or against any religion and political ideology.
- No discriminatory practices should be conducted in the allocation, opportunities and utilization of internal and external resources.

Human resource management

- ForestAction should recruit competent and responsible staffs in an inclusive (gender, ethnicity, caste, disability) manner and ensure that they demonstrate their commitment towards the objectives of the organization.
- There should not be any inclusion of members of the single family (Father, mother, son, daughter, brother, sister) or extended family (grandfather, grandmother, uncle, aunty) in the board or as a staff within the organization.
- Forestaction should have human resource policies in written form and implement them accordingly. Remuneration and other facilities for the staffs should be clearly provisioned in such policies.
- ForestAction should provide its members and employees an enabling environment and opportunities for personality development.
- ForestAction should have a zero tolerance towards sexual harassment, discrimination towards disabled and different ethnic background within the organization.

Internal good governance, financial transparency and discipline

- Relations and activities with the government, general public, cooperating organizations, partner agencies, beneficiaries and other stakeholders should be transparent.
- ForestAction should approve its budget based on regular annual general meetings and should accordingly undertake their activities economically.
- Financial transactions, rules and regulations, work procedures and all information related to its projects and programmes should be open and accessible to the public when needed.
- Haphazard expenditure, exploitation of treasury for personal use, misuse of assets of the organization and any form of corruption shall not be tolerated.
- ForestAction should operate as a non-profit organization. Any savings of the organization should not be distributed among any executives, members or employees.
- ForestAction's financial activities shall be maintained as per the internationally accepted principles and get audited from authorized auditors.
- ForestAction and its activities shall be accountable towards its beneficiaries and stakeholders.
- Acquiring of any type of financial or other aid from aid agencies should adhere and contribute to the principles and objectives of the organization and should also comply with the existing laws of the nation.
- Principles of proportionate and inclusive representation should be adopted in all organizational structures through internal democracy, open membership and good governance.
- Zero tolerance will be shown to corruption and any type of misappropriation of the organizations funds.