WOMAFREESM
The World Organization of Women Nations

WOMAFREESM WORLD WOMEN'S ASSEMBLY

Code of Ethics and Conflict of Interest Policy

Founding Ethical Framework

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WOMAFREESM WORLD WOMEN'S ASSEMBLY

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ARTICLE I.

PURPOSE

This Code defines the ethical standards of conduct for all participants of Womafreesm World Women's Assembly.

Purpose of the Code: protection of trust in the Assembly; fairness of procedures; prevention of abuse; prevention of conflicts of interest; protection of the independence of decisions; protection of participants and partners.

This Code is binding for: the Founder & President; the Executive Director; Directors (Director of Global Coordination, Director of Legal Affairs, Director of Research & Evidence, Global Response Director); Regional and Country Assembly Directors; members of the Case Review Board, Ethics and Verification Board, and Research and Policy Board; Partner Organizations; Experts; Case Submitters; Assembly Representatives; consultants and contractors engaged by the Assembly.

ARTICLE II.

CORE ETHICAL PRINCIPLES

All Assembly decisions must comply with the following principles.

Integrity

Honesty in all actions and communications.

Independence

Freedom from external pressure on decisions, research and assessments.

Transparency

Openness about processes, decisions and their rationale.

Respect

Respectful treatment of all participants regardless of their role or status.

Accountability

Responsibility for one's actions and their consequences.

Evidence First

Priority of evidence over beliefs and emotions.

Equal Consideration

Consistent application of the principle of equal consideration of women's experience in all Assembly processes.

Do No Harm

No action should cause unjustified harm to people.

ARTICLE III.

DUTY OF CARE

Every participant must consider the potential consequences of their actions for: women; children; witnesses; partners; staff; research participants.

In case of doubt, the safety of the person takes priority.

ARTICLE IV.

PROFESSIONAL CONDUCT

Participants are required to: act in good faith; respect other participants; avoid humiliation and harassment; avoid abuse of authority; follow Assembly procedures.

Disagreement is permitted. Insults and persecution are not.

ARTICLE V.

NON-DISCRIMINATION

The Assembly does not permit discrimination on the basis of: age; origin; nationality; disability; marital status; social status; religious beliefs; political views.

ARTICLE VI.

CONFIDENTIALITY

Participants are required to maintain confidentiality.

Confidential information may not be used: for personal gain; for political purposes; for pressure; for reputational attacks.

ARTICLE VII.

USE OF POSITION

No participant may use their status in the Assembly to: gain commercial advantage; pressure other participants; advance personal interests; bypass established procedures.

ARTICLE VIII.

GIFTS, BENEFITS AND FAVORS

Participants must avoid situations that could call into question the independence of decisions.

Any gifts, services, remuneration or advantages that could influence a decision are subject to disclosure.

ARTICLE IX.

CONFLICT OF INTEREST

A conflict of interest arises when personal, professional, financial or political interests could affect the objectivity of decisions.

A conflict of interest is not a violation in itself. Concealment of a conflict of interest is a violation.

ARTICLE X.

TYPES OF CONFLICTS OF INTEREST

Financial Conflict

Financial interest in the outcome.

Professional Conflict

Professional dependency.

Family Conflict

Family connections.

Political Conflict

Political interest.

Organizational Conflict

Conflict between organizations.

Personal Conflict

Personal conflict between participants.

ARTICLE XI.

DISCLOSURE OBLIGATION

Every participant must promptly disclose a potential conflict of interest.

Disclosure must occur before participation in the decision.

ARTICLE XII.

RECUSAL

In the presence of a material conflict of interest, the participant must: leave the discussion; not participate in voting; not influence the decision.

ARTICLE XIII.

RESEARCH INTEGRITY

Assembly research must be independent.

Prohibited: tailoring conclusions to donor expectations; concealing inconvenient results; manipulating data; altering methodology to achieve a desired outcome.

ARTICLE XIV.

CASE INTEGRITY

When working with cases, the following is prohibited: publishing unverified information as established fact; distorting case materials; concealing material circumstances; using a case for personal promotion.

ARTICLE XV.

ASSEMBLY OUTPUTS INTEGRITY

All Assembly outputs (Legal Rapid Response, Evidence Briefs, Policy Briefs, Standards, Public Statements, Expert Opinions, Research Reports) must be based on verified information and comply with the Assembly's evidence standards.

Prohibited: publishing an output without authorization from the responsible Director or the Founder & President; misrepresenting the evidence base of an output; omitting material findings that contradict the output's conclusions; attributing an output to the Assembly without institutional approval.

ARTICLE XVI.

DONOR INDEPENDENCE

Donors do not have the right to: influence research results; influence expert conclusions; influence decisions on cases; influence data classification.

Funding does not grant management authority over the Assembly.

ARTICLE XVII.

REPORTING ETHICAL CONCERNS

Any participant may report: a violation of the Code; a conflict of interest; abuse of authority; procedural violations; unethical conduct.

Reports may be confidential.

ARTICLE XVIII.

ETHICS REVIEW PROCESS

All reports on ethics, conflicts of interest and violations go to one address of the Womafreesm Board of Directors: board@womafreesm.com. The Chair of the Board reads every report, passes reports to the Assembly Council for review and reviews reports concerning the Founder & President or the Executive Director directly.

Following review, the following measures may be applied: recommendations; warning; limitation of authority; temporary suspension; termination of participation.

ARTICLE XIX.

RETALIATION PROHIBITION

Persecution of persons who have reported a possible violation in good faith is prohibited.

Any form of retaliation is treated as a serious violation of this Code.

ARTICLE XX.

ETHICAL LEADERSHIP

The Founder & President, the Executive Director, Directors, Regional and Country Assembly Directors, and members of governing bodies are held to a higher standard of conduct than the minimum required by this Code.

Leadership is treated as a responsibility, not a privilege.

ARTICLE XXI.

FOUNDING PRINCIPLE

Trust is the Assembly's primary asset. Any action that undermines trust in the Assembly's data, cases, research or independence is treated as a threat to the entire system.

The protection of process integrity carries the same priority as the protection of women's rights and the quality of research.

This Code derives its authority from the Assembly Statute (Version 2.0).

This document is published in English and Russian. In case of discrepancy, the English text prevails.

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