



# CODE OF CONDUCT – NK SEEDS

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## Preamble

The NK SEEDS association is committed to promoting the values of respect, integrity, and responsibility in all its actions, particularly towards children, members, partners, and local communities. This code of conduct defines the expected behaviours to ensure a safe, respectful, and ethical environment for all.

## 1. Respect for the association's values

Each member of NK SEEDS must:

- Respect the fundamental principles of the association, including its commitment to sustainable development, social inclusion, and solidarity.
- Promote integrity, transparency, and accountability in all the association's activities.
- Respect the cultural, ethnic, religious, and gender diversity of all members and partners of our projects.

## 2. Child protection

- Treat children with respect and dignity, without any form of discrimination based on gender, nationality, religion, or any other personal characteristic.
- Refrain from using inappropriate, intimidating, harassing, or sexually provocative language or behaviour towards children.
- Avoid engaging in any sexual acts or relationships with children. Any such infraction will result in severe sanctions and legal proceedings.



- Ensure that another adult is present during interactions with children to guarantee their safety.
- Immediately report any suspicion or allegation of exploitation or abuse of a child in accordance with the association's protocols.

### 3. Sexual abuse and exploitation

- No member shall commit any physical, emotional, or sexual abuse, nor any act of sexual exploitation.
- Any abuse or sexual exploitation, including the abuse of another person (colleagues, partners, beneficiaries), is strictly prohibited. No sexual relationship shall be maintained with beneficiaries or members of the association.
- Sexual relations with a minor (a person under the age of 18) are strictly prohibited, and ignorance of the minor's age will never be considered a valid excuse.
- It is forbidden to exchange sexual favors for money, goods, or services. No member shall accept bribes or significant gifts from beneficiaries or donors.

### 4. Professional engagement and responsibility

- Members must actively engage in the association's projects and initiatives while respecting shared goals.
- Any potential conflict of interest must be immediately reported.
- Supervisors are responsible for embodying good conduct and ensuring that members always respect this code.

### 5. Responsible use of resources

- NK SEEDS' resources must be used transparently and responsibly.
- The use of inappropriate material, including images or content related to pornography, is strictly prohibited.
- Sensitive information regarding members or beneficiaries should never be disclosed without authorization.

### 6. Confidentiality

- Confidential information concerning members, children, or the association's partners must be strictly protected. Any inappropriate disclosure of this information is prohibited.

### 7. Respect and dignity in interactions

- NK SEEDS members must respect the dignity and fundamental rights of every individual, regardless of gender, age, health, ethnicity, or sexual orientation.
- Discriminatory, harassing, or violent behaviour, in any form, is strictly prohibited.



## 8. Consequences of violations

- Any violation of this Code of Conduct may result in disciplinary measures ranging from a warning to permanent exclusion from the association.
- Serious infractions, such as sexual abuse or exploitation, will result in legal proceedings.

## 9. Signature and commitment

- I have carefully read and fully understood the NK SEEDS Code of Conduct.
- I am aware that NK SEEDS expects me to continuously uphold the standards of behaviour described in this Code of Conduct.
- I fully understand its context and content. By signing this Code of Conduct, I commit to adhering to the conduct promoted by this Code and to uphold it, as a condition for my work with NK SEEDS.
- I have received and signed a copy of this document; a signed copy will be kept in my personal file.

Nom :

Date :

Signature :

Place :