

Code of Conduct against Corruption and for Transparency



Code of Conduct against Corruption and for Transparency (CoC-CT)
 Revised by UEM General Assembly on 6 October 2010 in Dar es Salaam

Preamble

The United Evangelical Mission - Communion of Churches in three Continents shall be based on the Holy Scriptures of the Old and New Testaments and shall serve the purpose of co-operation in mission. It operates within a network of churches established in Africa, Asia, Europe and wherever it is called to be. Together they shall proclaim Jesus Christ to be the Lord and Saviour of all people and shall meet the present-day missionary challenges.

In a world torn apart, they commit themselves to remain members of the one Body of Christ, and therefore

- grow together into a worshipping, learning and serving community,
- share gifts, insights and responsibilities,
- call all people to repentance and new life,
- bear witness of the Kingdom of God in striving for justice, peace and integrity of Creation. (§2, 1 & 2 of the UEM Constitution)

In reformed theological tradition the democratic constitution of 35 churches and institutions is rooted in the Christian understanding of mutual respect and esteem, which is exemplified in all of humanity being made in the image of God. This is the source of our stand against injustice and discrimination. Hence, the United Evangelical Mission (UEM) undertakes to take structural measures to actively combat every form of corruption and to make its working and decision-making processes transparent. In standing up for justice and peace, also within the Communion of Churches in three Continents, the UEM voluntarily undertakes to recognise this Code of Conduct (hereafter referred to as Code) as the guidelines for its working practices.

1. Definition of corruption

Corruption damages community. It damages the UEM community. Corruption in the sense of this Code is defined as any acceptance of advantages for oneself or third parties by the misuse of influence or power vested. This includes the offering, giving, demand or acceptance of gifts, loans, rewards or commissions. This also includes the grant or acceptance of benefits to or by third parties as an incentive to act dishonestly or illegally or to breach trust.

2. Objectives and scope

The objectives of this Code are:

- to actively fight corruption. This applies to all working, contractual and partnership relationships in which the UEM is involved;
- to anchor the idea of integrity and transparency in the self-conception of the UEM and make this idea the personal concern of all UEM stakeholders.

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<p>In order to achieve these objectives, the Code has to be made the central basis of any co-operation. Therefore, the Code is binding in particular for:</p> <ul style="list-style-type: none"> - all employees of the UEM; - all freelancers working for the UEM; - all members of committees and other volunteers working for the UEM; - all employees of UEM members and partner organisations within the framework of their working, contractual and partnership relationships with the UEM.
<p>3. Principles</p>
<p>The United Evangelical Mission (UEM) undertakes to respect the following principles:</p>
<p>3.1 The respect for human dignity: The right of every woman, man and child to be protected against corrupt practices must be reaffirmed and respected.</p>
<p>3.2 The promotion of justice: Justice encourages equity and equal opportunities for all, and helps to reduce the disparities between the different social strata. Corruption perpetuates and increases inequality and injustice.</p>
<p>3.3 The respect for moral integrity: Moral integrity, consisting of trust, honesty and openness, is a prerequisite for the development of healthy human and community-nurturing relationships, and enhances the credibility of individuals and the UEM institution.</p>
<p>3.4 The promotion of transparency: It is the duty of every working area to disclose its goals, activities, results, use and allocation of resources, and to provide information.</p>
<p>3.5 The promotion of participation: The effective participation in, and formation of, unequivocal and consistent decision-making processes at all levels, within the framework of clearly defined responsibilities, necessitates a transparent, comprehensive and intelligible flow of information.</p>
<p>3.6 UEM rules and regulations</p>
<p>All UEM rules and regulations have to be compatible with this Code.</p>
<p>3.7 The right and the duty to report and resist corruption:</p>
<p>All employees and all other individuals related to the UEM have the right to resist involuntary involvement in corrupt practices.</p>
<p>3.8 Protection against threats:</p>
<p>Each individual threatened as a consequence of his/her resistance or opposition to corruption, shall have the benefit of the protection and support of the UEM governing bodies.</p>

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<p>4. Rules</p>
<p>4.1 Separation of powers</p>
<p>The UEM observes the principles of this Code:</p> <ul style="list-style-type: none"> - by the separation of powers provided by the UEM Constitution among the organs, i.e. the General Assembly serving as the meeting of members, the Council serving as the supervisory body, and the Management Team as the executive board. - by giving a transparent, true and clear account of finances and by having the annual accounts of UEM audited and certified by an independent auditing firm always in a timely manner. This requires a proper accounting as well as a comprehensive financial reporting.
<p>4.2 Active and passive bribery</p>
<p>It is not permitted to directly or indirectly accept or give bribes and gifts or benefits. Low-value presents and gifts which are reasonable and demanded by courtesy as well as invitations for dinner, provided that they are customary in the business, are permitted.</p>
<p>4.3 Conflicts of interest, personal implications</p>
<p>Official relationships must not be used for gaining personal advantages. To avoid conflicts of interest, official matters must be dealt separately from private matters. If a conflict of interest still arises, the relevant superiors must be immediately informed. In case the situation cannot be solved, the respective ombudsperson must be involved.</p> <p>The recruitment of persons affiliated or related to decision-makers is permitted subject to a transparent application and selection procedure leading to results which are comprehensible beyond doubt.</p>
<p>5. Suspension and Expulsion</p>
<p>Members of the UEM that violate the principles and objectives of the Code and fail to perform their obligations may be suspended pursuant to § 4 (5) of the UEM Constitution or in case of a persistent refusal may be expelled from the UEM pursuant to § 4 (6) of the UEM Constitution. <i>(cf. Procedures)</i></p>
<p>6. Further measures</p>
<p>6.1 Information about the Code</p>
<p>The UEM shall make this Code available to all members of committees, all member churches, Bethel and employees.</p>

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6.2 Contractual Relationships

This Code shall be applied to all contractual relationships of the UEM and/or the UEM members as far as UEM resources and activities are concerned.
Employees shall be trained in the contents and importance of the Code.

6.3. Mandatory reporting, evaluation

The UEM undertakes to evaluate the implementation of this Code in regular intervals together with the ombudspersons and to submit a report to the Council every two years.

7. Final provisions

This Code cannot cover all relevant situations. In many cases, independent decisions must be taken to maintain integrity, and to fight and prevent corruption. In this respect, the following questions may serve as criteria and as an aid:

- Is my conduct in conformity with the law?
- How would my colleagues assess my conduct?
- How would the public assess my conduct?
- What would the press report on my conduct?
- Would the reputation of the UEM and their members be damaged, if my conduct became public?

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