



CECI UGANDA
Community Empowerment for Creative Innovation

Code of Conduct 2017

The Code of Conduct

A Introduction

CECI assumes that the employee lives a moral life that can be examined and serves as an example to colleagues and the rest of the community.

B Purpose

1. The code is intended to be a guide for staff in sustaining behavior in their professional and private life which is in line with CECI ethical principals and guidelines.
2. The Code is intended to help the employee to better understand how he/she is to behave.

C Scope of the Code

- i. By accepting employment with CECI all employees, volunteers and or trainees shall know and accept the special duty of a community worker and the ethical conduct that goes with their responsibility.
- ii. Any senior staff must acknowledge their special duty to personally set a good example and maintain the CECI ethical working environment in which their colleagues can sustain an ethical behavior fulfilling their duties.
- iii. Any breach of the Code will institute disciplinary procedures as per the CECI Employment Policy.

D The Code

1. CECI staff, volunteers and or trainees shall be committed to the basic principles of missions, integrity, relational leadership and team work, empathy/compassion, equality and love in action.

2. CECI is a drug free working environment. It is dangerous and unlawful to manufacture, distribute, dispense, possess or use any kind of drugs.
3. CECI shall maintain the basic ethics of integrity, stewardship, transparency, accountability, diligence, fairness etc. These ethical standards shall be expected of all CECI employees, volunteers and trainees.
4. CECI' core values like, teamwork, honesty, commitment, professionalism, personal development, integrity, empathy, relational leadership and team work, equality and love in action, shall be the bottom line in maintaining linkages and networking with other organizations.
5. Every employee, volunteer and or trainee is expected to initiate and maintain cooperation and teamwork with colleagues and other partners.
6. The employee, volunteer and or trainee shall acknowledge, respect and show sensibility to local culture and traditions as long as these are not in conflict with the CECI ethical code of conduct.
7. The employee, volunteer and or trainee shall not sexually harass their colleagues and locals, or in any way live a life which is shameful and not in accordance with CECI ethical code of conduct.
8. Every employee shall respect, submit and obey their leadership, be it at the workplace or in the organization as a whole.
9. The employees shall promote human rights of all, regardless of social status, race, ethnicity, color, religion, gender or age.
10. Never commit any act or harassment that could lead to physical or physiological harm, especially to women and children.

Declaration

This code of conduct was adopted into law at the meeting of the board of the organization on (Date) 20th August, 2017.



Mr. Juma Robert John Paul

The sitting Chairperson of the Board,

Community Empowerment for Creative Innovations (CECI).