



Code of Conduct

For Brothers

September 2018

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Code of Conduct

Introduction

The Code of Conduct (also referred to as the Code) sets out the standards expected of all leaders, staff and volunteers of **Brothers**. The Code is intended to guide members in general, and specific situations, but not in an exhaustive manner. Good judgement and wisdom should be used in dealing with grey areas.

By being a **Brothers'** leader, staff or volunteer, you are representing **Brothers**. Therefore, it is expected of you to read, understand and comply with the Code at all times. If you are ever in doubt about a behaviour or a course of action, ask yourself these questions: is it legal, is it ethical, is it going to represent Brothers (and yourself) in a good manner? If not, refrain from taking action and seek guidance from the **Brothers** Leadership Team.

Personal character requirements

At **Brothers** we require of leaders, staff and volunteers to pursue the traits listed below, in order to align with the organisation's values:

- Be true to your word.
- Be transparent.
- To be caring and understanding.
- Be passionate about **Brothers** and our cause.

Communicating with the public

Our expectations of leaders, staff and volunteers when communicating with the public while representing the organisation are as follows:

- While representing **Brothers**, appropriate clothing should be worn at all times, and one should keep good personal hygiene.

- **Brothers** is a non-religious organisation. The vocabulary used should be neutral, unless changes are agreed upon beforehand and/or contingent to the occasion.
- The vocabulary used should be easily understandable, avoiding profanity, and whenever possible, be inclusive.
- Leaders, staff, and volunteers must show respect and integrity towards men and women, not discriminating against (but not limited to) race, gender, sexual preference, beliefs and socio-economic position.
- Promotion of equality between men and women (as well friendship between men and women, and friendship between women)
- Proper boundaries should be kept between **Brothers'** representatives and attendees.
- It is not uncommon for people to open up and share personal life experiences and become emotional. In this case, staff and volunteers should keep calm, talk it out and do not share it with others, except in the case of harm, discussed in the section "Raising concerns" below.
- **Brothers** is a global organisation that seeks to empower and inspire boys and men to create healthy, authentic male friendships, as well as combat damaging cultural influences that can hinder them from doing so. We are not promoting homosexual relationships, but wholesome and loving friendships - and we want men to be feel confident in approaching other men for authentic and intimate friendship, without it having a sexual connotation. However, we welcome all men regardless of their sexual preference or background.

Leadership/Volunteer

- A. Leadership and volunteering for Brothers, is based upon individual merit and qualifications related to competence. Brothers prohibits unlawful discrimination or harassment on the basis of race, color, religion, national origin, ancestry, sex, gender identity or expression, age, marital status, or sexual preference.
- B. Brothers strictly prohibits discrimination, harassment, and bullying in any form- verbal, physical, or visual.

Drugs and Alcohol

Consumption of alcohol is not banned during Brothers events or otherwise, however, use good judgement and never drink in a way that leads to impaired performance or inappropriate behavior, that could endanger the safety of others, or violates the law. Illegal drugs are strictly prohibited at Brothers events, and in the future Brothers offices. If a Brothers volunteer or leader is suspected of using drugs which adversely affects their performance or the safety of the volunteer/leader, may lead to a request of an alcohol and/or drug screening. Reasonable suspicion may be based on objective symptoms, such as appearance, behavior, or speech.

Safe Environment

Brothers is committed to a violence-free environment, and we do not tolerate any level of violence or the threat of violence. In the case of potential violence, contact your local authorities.

Avoid Conflicts of Interest

If you find yourself in a situation in which competing loyalties could cause you to pursue a personal benefit for you, your friends, at the expense of Brothers, you may be faced with a conflict of interest.

When considering a course of action, ask yourself whether the action you're considering could create an incentive for you, or appear to others to create an incentive for you, to benefit yourself, your friends, or an associated organization at the expense of Brothers. If the answer is "yes" the action you are considering, is likely to create a conflict of interest, and you should avoid it.

Confidentiality and privacy

During **Brothers'** events it is important to keep in mind and state to the person(s) involved that any information shared will be kept confidential, except in cases of self-harm or risk of harm to others. **Brothers'** staff and volunteers must not disclose any personal information without the express consent of the person to whom it regards to.

Raising concerns

How to help men with mental illnesses/depression/suicidal thoughts?

Answer: We are not professional counsellors. Though love and comfort is important, if you think the person is going to hurt themselves or someone else, contact the national mental helpline in your country. But be wise. Don't freak out if someone opens up about deep problems.

Media and public relations

All media and public relation contents is strictly created and managed by the **Brothers** Leadership Team. Any official communication can only come from the Leadership Team, and staff or volunteers cannot provide personal opinions on behalf of Brothers.

Communication with leadership

Respond to emails and/or messages, within a reasonable timeframe, from the **Brothers** Leadership team.

Performance and accountability

We respect and value your time, and we expect the same of you towards **Brothers**. When accepting a task or a job, we trust that you will accomplish it by the time agreed. In the event of unforeseen circumstances, which may cause delays or the impossibility to complete a given task, please communicate the matter with the leadership.

Integrity

Brothers strives as an organization, to be a valuable asset to society, and as a representative of **Brothers**, it is up to each leader, volunteer, to make sure we continually earn and keep that trust.

Breach of the Code of Conduct

In the unfortunate event of a breach of the code, all involved, volunteers or staff, should report immediately to the **Brothers** Leadership Team for clarification and resolution.

Gifts and donations

As a not for profit organisation, **Brothers** accepts gifts and donations, however, in order to avoid any conflicts of interest, any person receiving an individual form of donation or gift should not accept it if the monetary value exceeds USD 50.00. Any sort of donations or gifts are strongly recommended to be forwarded to **Brothers**.

Learning and education

Take responsibility with your education and keep updated with **Brothers**' material and communications - including our website, blog and social media.

You are required to get familiar with our Vision and Mission Statement, available on our website.

Recommended books: “Deep Secrets” by Niobe Way, “When Boys Become Boys” by Judy Y Chu.

Conclusion

Brothers desires to be one of the pioneers, and the face of growing male friendships and understanding, however, we as an organization cannot write and spell out every single ethical scenario we might face. We depend upon your good judgement to uphold the standards of integrity that Brothers strives for ourselves, and those who represent Brothers. If for any reason you aren't entirely sure about identifying the right thing to do isn't an easy call, feel free to contact Kim Evensen, Amanda Clarke, or leaders in charge.

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