

CCFSA CLIMATE
CHANGE AND
FOOD
SECURITY
ASSOCIATION

Code of Conduct

<https://iklimvegida.org.tr/>

info@iklimvegida.org.tr

CODE OF CONDUCT POLICY

Member:	• all board members/trustees, board committee members • all association employees, secondees, interns and volunteers; and • all consultants/contractors/suppliers (including internal consultants with an association email address) • all association partners
Title:	Code of Conduct Policy
Document type:	Policy
Date/version:	September 2024 / Version 1
Classification:	General Distribution
Author:	Adil Murat Vural, Head of Management Board
Owned by:	Management Board
Reviewed and approved by:	Management Board
Next review date:	September 2025

Preamble

The Climate Change and Food Security Association (CCFSA) recognizes the urgent and interconnected challenges of climate change and food security. We are a diverse community of researchers, policymakers, practitioners, and advocates committed to finding sustainable solutions. To foster a productive and inclusive environment where everyone feels valued and respected, we have established this Code of Conduct. It applies to all CCFSA activities, including conferences, workshops, online forums, and any interactions between members of our community.

I. Guiding Principles

Our work is grounded in the following principles:

1. **Respect and Dignity:** We treat all individuals with respect and dignity, recognizing the inherent worth of every person. We value diversity in all its forms and strive to create an inclusive environment free from discrimination and harassment.
2. **Integrity and Honesty:** We uphold the highest standards of integrity and honesty in our research, advocacy, and communication. We are committed to transparency and accountability in all our actions.
3. **Collaboration and Openness:** We believe in the power of collaboration and open dialogue to advance our mission. We encourage the sharing of knowledge and ideas, and we foster a spirit of partnership among our members.
4. **Professionalism and Responsibility:** We maintain a professional demeanor in all our interactions. We are responsible for our actions and strive to conduct ourselves in a manner that reflects positively on CCFSA and its members.
5. **Equity and Justice:** We recognize that climate change and food insecurity disproportionately affect vulnerable populations. We are committed to promoting equity and justice in our work and advocating for policies that address these disparities.

II. Expectations for Behavior

To uphold these principles, we expect all members of the CCFSA community to:

- **Communicate Respectfully:** Engage in constructive dialogue, listen actively to others, and refrain from personal attacks or inflammatory language.
- **Embrace Diversity:** Value and respect diverse perspectives, backgrounds, and experiences. Be mindful of cultural differences and avoid making assumptions or generalizations.
- **Maintain Confidentiality:** Respect the confidentiality of sensitive information shared in meetings or private conversations.
- **Avoid Conflicts of Interest:** Disclose any potential conflicts of interest that may arise in your work with CCFSA. Act in the best interests of the organization and avoid any actions that could compromise its integrity.
- **Use Inclusive Language:** Use language that is inclusive and respectful of all individuals. Avoid using stereotypes or language that could be perceived as offensive or discriminatory.
- **Be Mindful of Online Interactions:** Apply the same standards of professionalism and respect to online communication as you would in person. Avoid posting or sharing inappropriate content.
- **Report Concerns:** If you witness or experience any behavior that violates this Code of Conduct, report it to a designated CCFSA representative. All reports will be treated confidentially.

III. Unacceptable Behaviors

CCFSA has zero tolerance for the following behaviors:

- **Harassment:** Any form of harassment, including verbal, physical, or online harassment, is strictly prohibited. This includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
- **Discrimination:** Discrimination on the basis of race, ethnicity, gender, sexual orientation, age, religion, disability, or any other protected characteristic is unacceptable.
- **Bullying:** Intimidation, threats, or any other form of bullying will not be tolerated.
- **Violence:** Any act of violence or threat of violence is strictly prohibited.
- **Retaliation:** Retaliation against anyone who reports a violation of this Code of Conduct is unacceptable.

IV. Consequences of Unacceptable Behavior

CCFSA will take appropriate disciplinary action in response to any violation of this Code of Conduct.

This may include:

- **Verbal or written warnings**
- **Suspension from CCFSA activities**
- **Expulsion from the organization**
- **Referral to relevant authorities**

The specific consequences will depend on the severity of the violation and the circumstances surrounding the incident.

V. Commitment to Accountability

CCFSA is committed to creating a safe and welcoming environment for all its members. We will enforce this Code of Conduct fairly and consistently, and we will take all reports of violations seriously. We encourage everyone to contribute to a culture of respect and accountability.

VI. Continuous Improvement

This Code of Conduct is a living document that will be reviewed and updated periodically. We welcome feedback from our members on how we can improve our efforts to create a more inclusive and respectful community.

By participating in CCFSA activities, you agree to abide by this Code of Conduct. If you have any questions or concerns, please do not hesitate to contact us.