

Code of Conduct

For all SORD staff and volunteers

Our standards

Everyone who works or volunteers with SORD represents the organisation to the communities we serve and to the partners who fund our work. By joining SORD you commit to the following:

1. Humanity and impartiality

- Serve people on the basis of need alone, without discrimination by ethnicity, religion, political affiliation, gender, disability, or any other status.
- Treat every program participant with dignity and respect; their safety and wellbeing come first.

2. Integrity

- Never request or accept payment, gifts, or favours in exchange for aid or services.
- Use SORD funds, supplies, vehicles, and equipment only for their intended purpose.
- Declare any conflict of interest — family, business, or otherwise — before it affects a decision.

3. Protection

- Comply with the Safeguarding Policy at all times; report any safeguarding concern within 24 hours.
- Never engage in sexual exploitation or abuse. Sexual activity with any program participant is prohibited.
- Do not photograph or share information about participants without informed consent.

4. Professional conduct

- Follow security guidance and instructions from field coordinators on assignment.
- Do not work under the influence of alcohol or drugs; do not carry weapons on SORD business.
- Protect confidential information about participants, staff, and partners.

Breaches

Breaches of this code lead to disciplinary action up to and including dismissal or termination of the volunteer agreement, and referral to authorities where the law requires. Concerns can be raised with any coordinator or by email to info@sord-sudan.org, anonymously if preferred.