



Brave Movement Code of Conduct

Code of Conduct¹

What is the purpose of this Code of Conduct?

This Code of Conduct sets out the expectations and standards of behavior required of all individuals connected with the movement, including members of the Survivor Advocates Globally Empowered (SAGE). It should be considered alongside other key movement documents outlined in the SAGE Agreement.

To whom does this Code of conduct Apply?

- Members of the SAGE
- Members of the Movement's Global Steering Committee
- Movement staff
- Movement consultants, advisors, interns and volunteers
- Partner organizations associated with the Movement (e.g., Global and National Alliances, organizations receiving grants)

Definitions

The definitions below are our own definitions. Their purpose is to make sure everyone understands exactly what we mean by the terms listed. Therefore, they may differ from current law and legal codes in the countries of residence of SAGE members.

- **Abuse:** Any act of physical or emotional ill-treatment, sexual abuse, neglect or exploitation involving potential or actual harm to the health, survival, development or dignity of others and committed by a person in a position of responsibility, trust or power.
- **Abuse of power:** The improper use of a position of power, influence or authority by an individual against others. This abuse can take the form of intimidation, threats, blackmail or humiliation (this list is not exhaustive).
- **Sexual abuse:** Any act, attempt or threat of a sexual nature involving force or in unequal or coercive conditions. The use of actual force is not necessary for such acts to be considered sexual abuse.

¹ Adapted from Humanity and Inclusion Code of Conduct;
https://hi.org/sn_uploads/document/BookletCodeOfConduct.pdf

- **Sexual exploitation:** Any actual abuse or attempted abuse committed for sexual purposes by an individual in a position of responsibility, power or trust. This also includes obtaining financial, political or social gains of the sexual exploitation of another individual. Participating in the organisation of abuse is also considered to be sexual exploitation.
- **Sexual Violence:** Any intentional act or attempted act of a sexual nature committed without the explicit consent of the victim or under circumstances that eliminate or limit the victim's capacity to consent.²
- **Harassment:** Any inappropriate conduct which has the purpose or effect of offending or humiliating others. This conduct may be of a verbal, non-verbal or physical nature and intended to hurt, degrade, intimidate, humiliate or embarrass, or to create a climate of hostility, intimidation or discomfiture. Harassment usually supposes a series of incidents.

Code of Conduct Agreements

I agree to:

- Refrain from all humiliating, degrading or abusive behavior, including sexual abuse, sexual exploitation, harassment, sexual violence and the abuse of power.
- Always maintain professional behavior, never spread rumors and allegations.
- Refrain from watching, publishing, producing or sharing sexual abuse images or material showing children; never show such material to children.
- Refrain from any form of sexual relationship with persons under the age of 18.
- Contact local authorities immediately if I'm aware of or am informed of a possible crime--including any accusation related to child sexual abuse, child sexual exploitation, sexual harassment or sexual violence.
- Inform appropriate staff/officials within the Movement immediately if accused of any crime related to child sexual abuse, child sexual exploitation, sexual harassment or sexual violence, even if the accusation is false.
- Inform appropriate staff/officials within the Movement immediately if contacted by any individual accused of a crime to elicit my support or

² This definition is based on recommendations from the U.N. CEDAW Committee, Communication No. 18/2008, ¶ 8.7, U.N. Doc. CEDAW/C/46/D/18/2008 (2010).

guidance as a member of the Movement, including any crime related to child sexual abuse, child sexual exploitation, sexual harassment or sexual violence.

- Take seriously any and all accusations of sexual violence or misconduct and support the need for investigations and due process for all victims and survivors.
- Refrain from making any disparaging comments or criticism of the Survivor Advocates Globally Empowered publicly or privately and refrain from bringing the SAGE into disrepute via conduct violating the code of conduct.
- Inform the Brave Movement Executive Director in a timely manner of any issues or challenges that arise for you during service on this group.

There will be zero tolerance for violations of the code of conduct, which will lead to repercussions, potentially including removal from the Brave Movement.