

## Declaration

### On Ethical Standards and Principles of Conduct for Employees of NGO “Tribunal”

*Kyiv, 1 September 2023*

We, the employees of the NGO **Tribunal**, voluntarily undertake to adhere to the following ethical principles and standards in the course of our professional activities:

- 1. Respect and Dignity**  
To treat all visitors, applicants, and colleagues— including employees, members, experts, interns, and volunteers of the organisation — with respect and dignity.
- 2. Professional Integrity**  
To refrain from any actions that may harm the professional reputation of colleagues or the organisation as a whole.
- 3. Professional Development**  
To continuously improve our knowledge and professional skills, including through the exchange of experience and best practices with colleagues.
- 4. Ethical Cooperation**  
Not to cooperate with legal entities or individuals whose activities fall outside the ethical standards accepted in a democratic society.
- 5. Confidentiality**  
To ensure confidentiality and prevent the disclosure of any information that may cause harm to visitors, applicants, or colleagues.
- 6. Protection of Anonymity**  
To preserve the anonymity of visitors and applicants unless explicit consent for disclosure has been granted.
- 7. Non-Discrimination**  
In the recruitment and selection of employees, partners, and contractors, to prohibit discrimination on the basis of sex, gender, race, nationality, religion, age, or any other protected characteristic, and to be guided solely by professional qualifications and personal integrity.
- 8. Zero Tolerance for Intolerance**  
To demonstrate zero tolerance toward xenophobia, intolerance, or hate speech in any form, both within professional activities and in interactions with visitors, applicants, partners, or colleagues, and to actively oppose such behaviour.

**9. Independence and Objectivity**

To adhere to principles of independence, impartiality, and objectivity in all professional interactions.

**10. Drug-Free Workplace**

Not to use illegal drugs, not to allow their use on organisational premises, and not to conceal information regarding drug use or distribution by employees, visitors, or volunteers.

**11. Alcohol Policy**

Not to consume alcohol in the workplace or during working hours without explicit authorisation from the organisation's management.

**12. Smoking Policy**

Not to use tobacco products or their substitutes on organisational premises or during public events, except in designated smoking areas.

**13. Inclusivity**

To make collective efforts to promote and implement the principle of inclusivity in all aspects of the organisation's activities.

**14. Protection from Harassment and Abuse**

To demonstrate zero tolerance toward harassment, violence, or humiliation of a sexual nature in the workplace, during public events, or among colleagues; to actively counter such conduct and support investigations, while strictly maintaining confidentiality and protecting victims.

**15. Anti-Corruption Commitment**

To demonstrate zero tolerance toward corruption, not to engage in corrupt practices related to work activities, to oppose corrupt behaviour by colleagues, and to assist in identifying such conduct during investigations.

**16. Environmental Responsibility and Hygiene**

To maintain cleanliness in the workplace and shared office spaces and to contribute to collective efforts aimed at environmental sustainability and compliance with health and sanitary standards.

**17. Gifts and Benefits**

Under no circumstances to accept awards, monetary benefits, or valuable gifts from visitors, applicants, partners, or contractors in exchange for services or assistance, except where explicitly provided for under a duly executed agreement entered into on behalf of the organisation.

**18. Rejection of Violence and Terrorism**

Under no circumstances to support violence, terrorism, terrorist acts, or calls for violent or terrorist activities in any form.