

**COMMUNITY HEALTH INTERNATIONAL MEDICAL PROJECTS FOR SUSTAINABILITY (C.H.I.M.P.S.)**  
**Code of conduct for team members**

**Goal:**

To provide a format for ensuring all volunteers have thought about their representation of the group, both personally and professionally, and to set forth common understanding of expected code of conduct.

NGOs have often spent years building relationships with persons in the host country which allow groups such as ours the privilege of collaborating on issues of health. Risky or inappropriate behavior can disrupt the relationship we have with NGOs, and more importantly can negatively impact the trust and work with the host community. In addition, avoidable safety or behavior problems in a group can divert the focus of the group, put the safety of the group at risk, and divert group resources in addressing an issue.

**Parameters**

I will treat other team members and the local people with respect. Any language or behavior that would be considered work place harassment will not be used. This includes verbal or sexual harassment.

I will settle disagreements diplomatically. I will take a break if I feel that I am not able to have a rational conversation.

I will learn about some of the local culture prior to arrival, and follow the advice of team leaders and local hosts on travel safety, dress code, etc. I will be respectful of the host country's culture.

I will obey the laws of the local country.

I will not enter into any personal agreements with local individuals to provide goods, services or money that is outside of the team. (If donations while in the host country are to be made, they should be made with team knowledge and to a NGO representative.)

I agree not to use alcohol at the community work site. If alcohol is consumed outside of that, should be done only with host permission and never in excess.

I agree not to become intoxicated with any other substances, legal or illegal.

I agree not to smoke at the community work site. I understand it is preferable that team members do not smoke at all; if done, must be done not to expose team members to second hand smoke, and in an area deemed acceptable by the hosts.

I understand that behavior that deliberately violates the code of conduct may result in early departure of the team member with the cost to be born by the team member.

Signed:

Date:

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