

## Code of Conduct

### Introduction:

C4S is committed to fostering a respectful, inclusive, and collaborative environment for all members. This Code of Conduct outlines the expected behavior and interactions within the network.

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### Professional Conduct

- **Respect for Diversity:** Treat all members with respect and professionalism, regardless of race, ethnicity, religion, gender, sexual orientation, or political beliefs.
  - **Professionalism:** Act professionally and ethically in all interactions within the network and with external stakeholders.
  - **Constructive Communication:** Engage in constructive and respectful communication. Listen attentively and consider diverse perspectives.
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### Ethical Standards

- **Integrity:** Act with honesty, transparency, and integrity in all activities and engagements within the network.
  - **Confidentiality:** Respect the confidentiality of sensitive information shared within the network, including personal details and discussions.
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### Commitment to the Network's Mission and Values

- Act in alignment with the network's mission and objectives.
  - Adhere to the network's constitution and internal regulations.
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### Collaboration and Participation

- **Collaboration:** Support other members in achieving shared goals.
  - **Participation:** Actively contribute to the network's events and initiatives to the best of your ability.
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## Representation

- **Representation:** When representing the network publicly, ensure alignment with the network's positions and values.
  - Members representing the network in public forums must obtain prior approval from the Steering Committee to ensure alignment with the network's official positions
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## Conflict Resolution

- **Conflict Resolution:** Resolve disputes and disagreements peacefully and respectfully. Seek mediation or intervention if necessary.
  - Conflicts arising within the network shall be addressed through a Conflict Resolution Committee (CRC), composed of three neutral members or an ethics officer appointed by the Steering Committee
  - Cases will be reviewed and recommendations will be provided within 30 days
  - Members may appeal the CRC's decision to the General Assembly, whose decision is final.
  - Reports of Code of Conduct violations must be submitted in writing to the Conflict Resolution Committee (CRC) or the designated Ethics Officer.
  - Reports can be submitted anonymously through a secure online form or directly to the Administrative Body. The CRC or the designated Ethics Officer will respond to the complainant within 14 days and provide updates during the investigation.
  - In case the conflict is with the Administrative Body itself (Conflict Resolution Committee (CRC) or the designated Ethics Officer), the report may be submitted directly to the steering committee
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## Reporting Violations

- **Reporting:** Report any violations of the Code of Conduct.
  - All reports will be handled confidentially and carefully.
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## Consequences of Violations

- **Consequences:** Violations of this Code of Conduct may result in disciplinary actions, up to and including termination of membership.
- Violations will be categorized as minor, moderate, or severe. Minor violations (e.g., late attendance) result in warnings or training. Moderate violations (e.g., repeated disrespectful behavior) may lead to temporary suspension. Severe violations (e.g., harassment or breach of confidentiality) may result in permanent expulsion.

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By participating in the Change for Syria network, you agree to adhere to these principles and contribute positively to our community. Together, we can create a supportive and impactful network that advances our shared goals and values.