

Code of Ethics



The Vision of Alongside Hope is ...a truly just, peaceful and healthy world

As a Christian organization we strive to live out our values as written in Holy Scriptures: "He has told you, O mortal, what is good; and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?" (Micah 6:8).

Therefore we will work in the most ethical, transparent, and respectful way with our partners and one another.

Alongside Hope has in place policies which ensure that the work carried out and the manner in which it is conducted is ethical for all involved and within the law.

Alongside Hope will regularly educate directors, members, employees and agents on its policies to ensure that all work is conducted within the ethical standard expected by the organization. All directors, members, employees, and agents of Alongside Hope are expected to abide by this Code of Ethics.

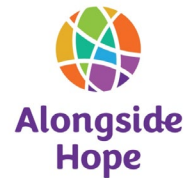
In matters Financial, Alongside Hope will:

- foster a culture of accountability, honesty, and transparency and prevent fraud and corruption within Alongside Hope and third-parties relating to Alongside Hope. (Anti-Fraud and Corruption Policy)
- provide donors, volunteers and staff with clear, transparent, and accountable guidelines for the acceptance of gift in a way that is consistent with PWRDF vision, mission, and values. (Fundraising and Gift Acceptance Policy)
- manage Alongside Hope funds in accordance with the objectives of the corporation. (Investment Policy)
- give the assurance that PWRDF will not retaliate against any director, member, employee or agent of Alongside Hope who, in good faith and based on reasonable cause, raises concerns relating to questionable financial or operational matters. (Whistleblower Policy)
- ensure that personal information collected by Alongside Hope is used and protected in an appropriate manner. (Privacy Policy)

In matters Developmental Alongside Hope will:

- not discriminate nor tolerate discrimination. on any of the listed grounds and will take affirmative action to guard against discrimination. (Anti-Discrimination Policy)
- avoid conflict of interest situations as far as is reasonably possible. (Conflict of Interest Policy)
- strive to safeguard the integrity of God's creation, and respect, sustain, and renew the life of the Earth. (Environment Policy)
- provide a framework and guidelines for its directors, members, employees and agents when undertaking advocacy activities that seek to effect policy change, educate its constituency and display solidarity with partners. (Advocacy Policy)
- promote, emphasize and support partnership as both the work and the way of working for Alongside Hope. (Partnership Policy)
- ensure that personal information collected by Alongside Hope is used and protected in an appropriate manner. (Privacy Policy)

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In matters Personnel Alongside Hope will:

- provide services in a manner which is accessible to persons of all abilities. (Accessibility Policy)
- avoid conflict of interest situations as far as is reasonably possible. (Conflict of Interest Policy)
- ensure that directors have the necessary skills and experience to fulfil their responsibilities. (Director Selection Policy)
- ensure that personal information collected by Alongside Hope is used and protected in an appropriate manner. (Privacy Policy)
- define the application and use of social media for communication purposes within Alongside Hope and its associated entities. (Social Media Policy)
- seek gender equality and strive for gender justice in all that it does. (Gender Policy)
- provide a workplace safe from any form of sexual misconduct including sexual harassment, sexual exploitation and sexual assault. (Sexual Misconduct Policy)
- recruit, screen, protect, train, encourage respect and thank volunteers (Volunteer Policy)
- give the assurance that Alongside Hope will not retaliate against any director, member, employee or agent of Alongside Hope who, in good faith and based on reasonable cause, raises concerns relating to questionable financial or operational matters. (Whistleblower Policy)
- ensure that complaints will be received and dealt within an expeditious manner that upholds Alongside Hope accountability. (Complaints Policy)

In matters Governance Alongside Hope will:

- ensure that directors are provided with the knowledge to make informed decisions on behalf of Alongside Hope and provide them with the tools necessary to contribute fully at all board meetings. (Director Education Policy)
- ensure that directors have the necessary skills and experience to fulfil their responsibilities. (Director Selection Policy)
- avoid conflict of interest situations as far as is reasonably possible. (Conflict of Interest Policy)
- routinely conduct evaluations on the effectiveness of orientation sessions, committee meetings, board meetings, By-law No. 1, and the Statement of Roles and Responsibilities. (Evaluation Policy)
- annually review the Statement of Roles and Responsibilities of the Board to ensure that it addresses the overall governance of the organization. (Statement of Roles and Responsibilities of the Board)

Amendment

This Code may be amended by the Alongside Hope board.

Adoption Date: May 2013

Review Date: July 2024

Amendment Date: September 2024