



Guardian Girls International (GGI) Code of Conduct

(Applies to all volunteer leaders, members, representatives, instructors, and affiliates)

1. Purpose

This Code of Conduct sets out the ethical principles, standards of behavior, and professional expectations for all individuals serving with or representing **Guardian Girls International (GGI)**. GGI is committed to safeguarding, integrity, respect, and accountability in all its activities to prevent violence against women and girls and to promote safe, inclusive communities.

2. Scope

This Code applies to all individuals acting in any capacity for GGI, including but not limited to:

- GGNC Presidents and Secretaries-General
- Volunteer Secretariat members
- Members and representatives of Guardian Girls National Committees (GGNCs)
- Instructors, facilitators, and program volunteers
- Goodwill Ambassadors and advisors

This Code applies to conduct **online and offline**, including meetings, events, trainings, communications, and public representation.

3. Core Principles

All individuals acting on behalf of GGI must uphold the following principles:

- **Integrity** – Act honestly, responsibly, and transparently
- **Respect** – Treat all individuals with dignity and fairness
- **Safeguarding** – Prioritize the safety and well-being of women, girls, and all participants
- **Accountability** – Take responsibility for actions and decisions
- **Non-discrimination** – Promote inclusion regardless of gender, age, race, nationality, religion, disability, or background

4. Professional Conduct

Individuals representing GGI must:

- Act in a professional, ethical, and respectful manner at all times
- Comply with applicable laws, regulations, and GGI policies
- Avoid abusive, harassing, exploitative, or discriminatory behavior
- Refrain from any form of violence, intimidation, or coercion
- Use respectful language in all verbal and written communications

Harassment, abuse, or misconduct of any kind will not be tolerated.

5. Safeguarding & Protection

All individuals must:

- Adhere strictly to GGI's **Safeguarding & Child Protection Policy**
- Maintain appropriate professional boundaries at all times
- Never engage in behavior that could endanger, exploit, or harm women, girls, or vulnerable persons
- Immediately report safeguarding concerns or suspected violations through designated channels

Safeguarding obligations apply regardless of cultural context or local norms.

6. Conflicts of Interest

Individuals must:

- Disclose any actual, potential, or perceived conflicts of interest
- Avoid situations where personal, financial, or organizational interests conflict with GGI's mission
- Refrain from using their role for personal gain or advantage

Failure to disclose conflicts may result in removal from role.

7. Representation & Use of Name

Individuals may:

- Represent GGI only within the scope of their formally assigned role
- Use GGI's name, logo, or title only in accordance with GGI guidelines
- Avoid public statements or actions that could misrepresent GGI's positions or partnerships

Unauthorized representation is prohibited.

8. Confidentiality & Data Protection

Individuals must:

- Respect the confidentiality of sensitive information
- Protect personal data in accordance with applicable data-protection laws
- Not disclose confidential or internal information without authorization

Confidentiality obligations continue after the end of service with GGI.

9. Reporting & Accountability

GGI encourages a culture of accountability and transparency.

Individuals are expected to:

- Report violations of this Code or related policies in good faith
- Cooperate fully with any review or investigation

Retaliation against individuals who raise concerns in good faith is strictly prohibited.

10. Breach of the Code

Violation of this Code may result in:

- Warning or corrective action
- Suspension or removal from role
- Termination of affiliation with GGI

GGI reserves the right to take appropriate action in line with its governance framework.

11. Acknowledgment

All individuals serving with or representing GGI are required to **read, understand, and acknowledge** this Code of Conduct as a condition of participation.

Guardian Girls International

Committed to safeguarding, integrity, and ethical leadership worldwide.