

CODICE DI CONDOTTA

Ethical conduct is not a passive process, but requires you to make conscious choices and decisions, and to exercise good judgment.

As a member of the GCU, you are expected to observe the highest standards of ethical conduct, consistent with the values of **humanity, impartiality, independence, neutrality, integrity and discretion**. You should strive to avoid even the appearance of impropriety in your conduct

- **Humanity**
- **Impartiality**
- **Independence**
- **Neutrality**
- **Integrity**
- **Discretion**

Humanity

Humankind shall be treated humanely in all circumstances by saving lives and alleviating suffering, while ensuring respect for the individual.

Impartiality

You are expected to act with impartiality.

Assistance is to be provided regardless of the race, creed or nationality of the recipients and without adverse distinction of any kind.

You should take care that **your expression of personal views and convictions does not compromise or appear to compromise the performance of your official duties**. Your official conduct must at all times be characterized by objectivity and professionalism. **You should not allow personal relationships or considerations**, including bias or favouritism, **to influence the performance** of your official duties.

Independence

Your action should be autonomous from the political, economic, military or other objectives that any actor may hold with regard to areas where the action is being implemented.

Neutrality

You should not take sides in hostilities or engage at any time in controversies of a political, racial, religious or ideological nature.

Non intervenire in caso di eventi di carattere politico, razziale, religioso o ideologico, anche se non condivisi, ma eventualmente avvertire le autorità competenti

Integrity

You are expected to act with integrity in all your activities, **avoiding any behaviour that would reflect adversely** on you or on your country or on the EU as whole. Integrity encompasses **honesty, probity, and loyalty**.

Discretion

You should exercise the utmost **discretion in your actions and show tact and reserve in your pronouncements** in a manner that is consistent with your status as an international relief worker.

Courtesy and respect

You should treat all your partners with courtesy and respect, without harassment, or physical or verbal abuse. You should at all times avoid behaviour at the workplace that, although not rising to the level of harassment or abuse, may nonetheless create an atmosphere of hostility or intimidation.

You should respect religion, culture and custom of other persons.

You should respect any national and international law.

Accountability

You should act within the scope of your authority at all times. You remain accountable for tasks you perform or delegate to others.

Use and disclosure of confidential information

You are responsible to protect the security of any confidential/sensitive information provided to you.

Privacy relativa a pazienti e ad altre informazioni sensibili riguardanti la missione (attività, spostamenti, materiali, approvvigionamenti etc etc)

Particolare attenzione all'uso dei Social Media

Press relations, public statements and publications

You should fully respect the relevant national or European Commission's (EC) rules for contacts with news and media when deployed under the European Commission's contract.

When deployed under the EC contract, the EC owns the copyright for all written, photographic and other material you produce as part of your official duties, and has the right to publish such work in a manner it deems appropriate.

Conflicts of interest

You should avoid any situation involving a conflict, or the appearance of a conflict, between your personal interests and performance of your official duties.

Acceptance of gifts, decorations and honours during deployment (part I)

You should never solicit gifts or favours in connection with your duties. Gifts that are offered should normally be declined.

However, you may accept a small gift when it would create an embarrassment to refuse it.

RIFIUTARE EVENTUALI DONI A MENO CHE RIFIUTARLI NON CREI
UNA SITUAZIONE DI DIFFICOLTA'

Acceptance of gifts, decorations and honours during deployment (part II)

You are not allowed to accept any honours or decorations given to you in connection with your official duties. However, if there is no advance notice of the honour or decoration, and it is impossible to refuse it, then you may accept it and then report it to your respective headquarter.

NORME PRATICHE DI COMPORTAMENTO

**AFFRONTARE LA MISSIONE CON LA MASSIMA
DISPONIBILITA' E SPIRITO DI COOPERAZIONE**

NORME PRATICHE DI COMPORTAMENTO

- RISPETTARE I RUOLI E LE MANSIONI
- PRESTARE LA MASSIMA ATTENZIONE ALLE DISPOSIZIONI COMUNICATE DA TL, VTL E RESPONSABILI DI SETTORE
- RISPETTARE LE DISPOSIZIONI PREVISTE IN PARTICOLARE PER QUANTO RIGUARDA L'ATTIVITA' LAVORATIVA NELL'OSPEDALE E NEL CAMPO (TURNI)

NORME PRATICHE DI COMPORAMENTO

- RIFERIRE IN PRIMA BATTUTA DIRETTAMENTE AL CAPOTENDA EVENTUALI PROBLEMATICHE INERENTI LA MISSIONE
- IN CASO DI OSSERVAZIONI, NON DOMANDE, RIGUARDANTI DISPOSIZIONI O SITUAZIONI OPERATIVE E' PREFERIBILE RISERVARSI DI PORLE AL MOMENTO ADEGUATO (AD ESEMPIO NON DIRETTAMENTE DURANTE LA COMUNICAZIONE DA PARTE DEI RESPONSABILI) PER PERMETTERE UNA MIGLIORE RIFLESSIONE SUL RILIEVO SOTTOPOSTO.

NORME PRATICHE DI COMPORTAMENTO

- OSSERVARE LA MASSIMA PUNTUALITA'
- NON ALLONTANARSI DAL GRUPPO IN PARTICOLARE NEI MOMENTI DELICATI (SPOSTAMENTI, SOSTE IN AEROPORTO, COMUNICAZIONE DI DISPOSIZIONI ETC)
- NON ALLONTANARSI DAL CAMPO SE NON PREVIA AUTORIZZAZIONE DEI RESPONSABILI
- AVVERTIRE I RESPONSABILI (TL, VTL O DIRETTORE DI AREA) IN CASO SI ABBAIA LA NECESSITA' DI ALLONTANARSI FORNENDO INFORMAZIONI SUI MOVIMENTI E RINTRACCIABILITA'

NORME PRATICHE DI COMPORAMENTO

- MANTENERE SEMPRE UN COMPORAMENTO IRREPENSIBILE E RISPETTOSO NEI CONFRONTI DI PAZIENTI, COLLEGHI, POPOLAZIONE E AUTORITA'
- PRESTARE LA MASSIMA ATTENZIONE NELL'ESPRESSIONE DELLE PROPRIE OPINIONI STANDO ATTENTI A NON CONTRAVVENIRE AI PRINCIPII GUIDA DEL CODICE ETICO
- IN CASO DI ARRIVO DI GIORNALISTI E/O AUTORITA' AVVERTIRE TL/VTL PRIMA DI RILASCIARE EVENTUALI DICHIARAZIONI

NORME PRATICHE DI COMPORAMENTO

- ATTENERSI ALLE DISPOSIZIONI DEL CODICE ETICO CON PARTICOLARE ATTENZIONE ALLA DIFFUSIONE DI INFORMAZIONI SENSIBILI SUI SOCIAL MEDIA.
- E' ASSOLUTAMENTE SCORAGGIATO L'USO DI SOCIAL MEDIA PER PUBBLICARE FOTO E COMUNICARE INFORMAZIONI INERENTI LA MISSIONE (CONDIZIONI, SPOSTAMENTI, PROBLEMATICHE ETC ETC) O INERENTI PAZIENTI E POPOLAZIONE.
- DURANTE LA MISSIONE ESSERE SEMPRE CHIARAMENTE IDENTIFICABILI COME APPARTENENTI AL GCU/ITALIA/CE