

Code of Conduct

Positive and Powerful Women Deliver Community Practices and Agreements for the Emerging Leaders Program

This Code of Conduct applies to all Women Deliver staff, consultants, stakeholders, and participants in the Emerging Leaders Program. This Code of Conduct supplements, and does not replace in any way, all existing **Women Deliver policies**, including the **Child and Young Person Safeguarding Policy**. Failure to comply with this Code of Conduct can result in disciplinary action, including and up to termination of employment or contract, or removal from the Emerging Leaders Program.

See or experience behavior that's not consistent with this Code of Conduct, or have thoughts about how Women Deliver can be doing more? We encourage you to tell us your concerns; share directly with a member of the Youth Engagement Team or write to **safeguarding@womendeliver.org**.



Hate has no place here: We stand against and will not tolerate tribalism, sexism, racism, colonialism, classism, ageism, ableism, anti-LGBTQIA+ bigotry, xenophobia, religious discrimination, body shaming, bullying, intimidation, or harassment at Women Deliver. We encourage individual and collective actions that create a safe, inclusive environment for all to connect and collaborate.



Commitment to Human Rights for all: Women Deliver advocates for and seeks to advance the right to bodily autonomy and the full spectrum of SRHR for all, without discrimination, stigmatization, or barriers to access. Women Deliver takes a human rights-based approach in its advocacy, which means our advocacy is rooted in a commitment to the universality, inalienability, and indivisibility of human rights in their entirety for all people. Human Rights belong to all people, regardless of their multiple and intersecting identities; their human rights cannot be disposed of by will or by force; and all human rights are interrelated and interdependent on one another. As Human Rights Defenders (“HRDs”) and Women’s Human Rights Defenders (“WHRDs”), Women Deliver and all advocates associated with Women Deliver commit to actively working to promote and protect one or more human rights, and not to actively or indirectly undermine the rights of others (see the **Declaration on human rights defenders**). All advocates working with Women Deliver must be committed to the advancement of comprehensive sexual and reproductive health services of girls and women (**defined here**). All advocates working with Women Deliver agree with and endorse Women Deliver’s core principles about bodily autonomy, gender equality, and advocacy.



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We come from many different backgrounds, experiences, viewpoints, and identities:

We are all products of different cultures, social norms, and languages, and it's important we are aware of our own privilege and bias. Some things that others do or say might seem surprising or unusual to us, and vice versa. Rather than judging others for being different from us, let's commit to understanding, embracing, and celebrating our differences — both in ourselves and in others.



Welcoming environment: Women Deliver is committed to making our programs accessible, inclusive, anti-racist, and anti-colonial. Do not hesitate to let us know if you have any concerns or need any accommodations to be able to participate fully and equally and continue to hold us accountable to our Transformation values. We also invite Emerging Leaders to look internally at ways of being and acting that they would like to transform for themselves.



Everything with consent: Consent is a voluntary, affirmative, and mutual agreement that is clearly communicated through words or actions. Consent must be freely given without force, coercion, or intimidation and can be withdrawn at any time if you feel uncomfortable. Asking for consent means listening to what others are telling us and respecting one another's boundaries in social, professional, and romantic/intimate relationships. Women Deliver has a zero-tolerance policy for sexual exploitation and abuse (see Women Deliver's "[Commitment to Preventing Sexual Exploitation and Abuse](#)" for further details).



Respect is key: We should all be able to contribute, be heard, exercise our power, and drive meaningful change. For that to happen, everyone needs to feel safe to be their authentic selves. Let's act with respect and without judgement about each other.



Observe your needs: We will build space for self-care and rest in our programming and invite you to do the same in your advocacy. It's important to prioritize our health and mental wellbeing so we can reduce stress and anxiety, avoid burnout, and participate to the best of our abilities. Please reach out to a Women Deliver staff member if you need support.