

Code of Conduct for Conflict of Interest Avoidance and Anti-Corruption in Association for equal opportunities Stela Network Skopje

Stela Skopje is committed to upholding the highest standards of integrity, transparency, and accountability in all its operations and interactions.

This Code of Conduct serves as a guideline for all members, employees, volunteers, and stakeholders to prevent conflicts of interest and combat corruption effectively.

Conflict of Interest

- Definition: A conflict of interest arises when personal interests interfere with the impartiality and objectivity of decision-making or actions on behalf of Stela Skopje.
- Disclosure: All members, employees, and volunteers must promptly disclose any actual or potential conflicts of interest to the appropriate authority within Stela Skopje.
- Recusal: Individuals with a conflict of interest shall abstain from participating in discussions, decisions, or actions related to the conflicting matter.
- Mitigation: Stela Skopje shall take necessary measures to mitigate conflicts of interest, including recusal, reassignment of responsibilities, or implementing safeguards as deemed appropriate.

Anti-Corruption Measures

- Prohibition: Stela Skopje strictly prohibits any form of corruption, including bribery, extortion, kickbacks, embezzlement, or other illicit practices.
- Compliance with Laws: All activities of Stela Skopje must comply with relevant anti-corruption laws and regulations.
- Reporting: Any suspected instances of corruption must be reported promptly to the designated authority within Stela Skopje or to external authorities, where necessary.
- Whistleblower Protection: Stela Skopje ensures protection for whistleblowers who report instances of corruption in good faith, safeguarding them against retaliation or discrimination.

Confidentiality and Data Protection

- Confidentiality: All members, employees, and volunteers of Stela Skopje must maintain the confidentiality of sensitive information obtained in the course of their duties, respecting the privacy rights of individuals and organizations.
- Data Protection: Stela Skopje adheres to applicable data protection laws and regulations, ensuring the secure handling and processing of personal and organizational data.

Compliance and Enforcement

- Training: Stela Skopje provides regular training and awareness programs on conflict of interest avoidance and anti-corruption measures to all relevant stakeholders.
- Monitoring: Stela Skopje conducts periodic reviews and audits to monitor compliance with this Code of Conduct and related policies.
- Enforcement: Violations of this Code of Conduct may result in disciplinary action, including termination of membership, employment, or volunteer engagement, and legal consequences where applicable.

Conclusion

By adhering to this Code of Conduct, Stela Skopje reaffirms its commitment to ethical conduct, transparency, and integrity in all its endeavors, contributing to the promotion of trust, credibility, and social impact in the community.