



## **CODE OF CONDUCT DANCE4LIFE**

**An overview of the code of conduct and guidelines endorsed by Dance4Life**

The code of conduct of Dance4Life focuses on Dance4Life as an organisation and all persons involved who work at, for, or on behalf of Dance4Life. It is based on the Code of Conduct of Goede Doelen Nederland (GDN). This means that Dance4Life endorses this Code of Conduct as well. In addition, relevant elements of the international Code of Conduct for humanitarian (emergency) aid of the International Federation of Red Cross Societies (IFRC) have been included.

### **INTRODUCTION**

Dance4Life is a social organisation that aims to support young people so they can protect themselves against unsafe sex, thus reducing the number of HIV infections, unplanned pregnancies and sexual violence among young people. This applies to all young people, regardless of origin, wealth, gender or religion. Dance4Life stands up for the rights of the individual and those of the community. But also for each person's individual responsibility for his/her own health and that of society.

To realise this vision, Dance4Life scales up the 'youth engagement & personal leadership model' worldwide, in collaboration with partners, using a social franchise construction. Commitment and motivation of both local partners and the local population are essential to this. Considerations of age, sexual orientation, gender, race, religion or political conviction do not play a role in our work.

Dance4Life gives targeted information in the Netherlands and raises funds to finance the realisation of our vision. For instance, we involve Dutch youngsters in and mobilise them for the problems concerning young people and sexuality in those countries where young people run increased risks. In its work Dance4Life stands up for the sexual and reproductive rights and health of each young person. To improve the sexual health of young people, resources are used that have been acquired among the Dutch public with the help of Dutch youngsters. It is essential to Dance4Life to stick to its principles in the implementation of its tasks, as they are the basis of the organisation. This also applies to everyone who is active on behalf of Dance4Life. These basic principles are described in the Code of Conduct.



In addition, Dance4Life wants to offer a positive, learning and stimulating environment for employees, volunteers and partners, in which equality and mutual respect are self-evident and in which everyone has control over and responsibility for his or her own job. Within the organisation it is therefore important to create as much clarity as possible on the basic principles that everyone must follow, thus anchoring these principles in the organisation.

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## **THE STAKEHOLDERS**

In the implementation of its work Dance4Life works with persons, groups and a wide range of institutions. Because of the nature and purpose of Dance4Life as a charitable, fund-raising organisation aimed at solving a global problem, Dance4Life recognises its responsibilities towards:

### **THE GIVER**

The giver being understood to be all persons, groups and institutions that support charities voluntarily and free of charge, by giving money and resources in kind. Motivation: trust in a sound use and the voluntary contribution make up the basis of fundraising for the objective pursued.

### **THE BENEFICIARY**

The beneficiary is understood to be the destination of the resources acquired as indicated by Dance4Life. Primarily, these are projects to which the Dance4Life model is central, implemented by partner organisations (franchisees). It also concerns the information activities in the Netherlands (the Dance4Life schools project). Motivation: this is the core of Dance4Life's objective and activities.

### **THE EMPLOYEES**

The employees are understood to be the persons who are employed by Dance4Life. Motivation: the employees represent Dance4Life toward the outside world on a daily basis.

### **THE VOLUNTEERS**



The volunteers are understood to be the persons who make themselves available free of charge on a voluntary basis for the activities of Dance4Life. This includes members of the Supervisory Board, members of the inspirational board, ambassadors and other volunteers. Motivation: volunteers, too, represent Dance4Life toward the outside world. In addition, their commitment is essential to and connected to Dance4Life, continuous attention and appreciation for the optimal commitment of volunteers being indispensable.

#### **PARTNER ORGANISATIONS**

Partner organisations are understood to be the organisation in a country that is supported by Dance4Life to use the model in their programs (the franchisees). Motivation: partner organisations are the direct implementers of Dance4Life's objectives and the link to the eventual target groups. They are therefore a crucial factor in an effective and efficient implementation of activities.

#### **TARGET GROUPS**

Target groups are understood to be young people in countries whose lives are influenced by the projects supported by Dance4Life and local partner organisations. Motivation: it is Dance4Life's aim to structurally improve the health of these young people.

#### **FELLOW ORGANISATIONS**

Fellow organisations are understood to be those organisations that focus on the Dutch (or European) public in their fundraising and those organisations that focus on development cooperation. Motivation: each organisation is part of a larger whole within which the behaviour of one organisation influences the functioning of others.

#### **SOCIETY**

Society is understood to be the social environment within Dance4Life functions, both in the Netherlands (Europe) and in countries where Dance4Life is active. Motivation: organisations have social significance and fulfil public roles.

### **BASIC VALUES**

Dance4Life states that its actions should be determined by a number of guiding principles, so-called basic values.

These basic values are respect, openness, reliability and quality:



- a) Respect means respecting human dignity and privacy, persons' and groups' own identity; in addition, respect has to do with freedom of choice and voluntariness of persons and groups.
- b) Openness means all stakeholders are informed on all relevant (financial) data considered of importance to them.
- c) Reliability means that stakeholders can assume that the information provided is truthful, that the organisation works professionally and efficiently on reaching the set objectives and that the organisation accounts for its actions correctly and fully.
- d) Quality means a constant pursuit of professional, incisive and cost-conscious actions.
- e) Integrity means fulfilling a job adequately and carefully with observance of responsibility and applicable rules. If rules are absent or are not clear, a person will judge and act in a morally responsible way, on the basis of generally accepted social and ethical standards. Integrity means taking responsibility for one's own actions, for which persons can call each other to account.

## **ELABORATION OF BASIC VALUES**

The aforementioned basic values determine the actions and refraining from actions of persons involved in Dance4Life. In practice, these values have concrete meaning for Dance4Life's relationship with the giver, with partner organisations and target groups, for dealings with volunteers, for the relationships with fellow organisations and for the relationship with the societies in which one works.

Observance of the Code of Conduct means:

- a) That all persons involved can have confidence that:
  - 1. They will be treated with respect and that it is expected from them that they treat others with respect;
  - 2. (following from this) people will refrain from undesired behaviour and that it is expected from them that they will refrain from undesired behaviour, being:
    - i. Sexual harassment: unwanted approach in the form of requests for sexual



favours or other verbal, nonverbal or physical behaviour (including sending pornographic images or texts unsolicited or consulting them consciously visibly to others, e.g. via the internet).

- ii. Aggression and violence: bullying, psychologically or physically harassing, threatening or attacking others.
- iii. Discrimination: making statements in any form about, performing actions toward or making decisions concerning persons that are insulting to those persons due to their age race, religion, gender, belief and/or sexual orientation, or making any distinction on the basis of these factors (race, religion etc.)

b) That the giver can have the confidence that:

- 1. Complete, correct and accessible information is provided on the objective of fundraising;
- 2. Respect is shown for giver and beneficiary during fundraising;
- 3. Optimal quality is sought in all executive tasks;
- 4. As much as possible of the resources received are spent on the charity;
- 5. Full, honest and comprehensible accountability for expenditure of the resources and the activities to realise the objective.

c) That the beneficiary partners, organisations and target groups can have the confidence that:

- 1. Respect for individuals and local culture and societies will govern the actions;
- 2. Optimal quality will be pursued in the activities to realise the objective;
- 3. No distinction will be made as to age, race, religion, nationality, gender or sexual orientation in the selection of beneficiaries;
- 4. No party-political or religious objectives are pursued with the aid, but only the objective of Dance4Life (improvement of sexual health and the rights of young people);
- 5. Aid offered and prioritisation of the aid is based on actual needs of the target groups and that they are involved in it;
- 6. That the aid offered uses and provides local capacities and resources available as much as possible.

d) That employees and volunteers can have the confidence that:



1. Generally accepted rules and standards of good patronage are observed, to the extent that these are applicable to their activities;
  2. Good conditions are created for their commitment;
  3. They will be valued for their commitment in an appropriate way.
- e) That fellow organisations can have the confidence that:
1. Mutual respect is shown;
  2. There is a willingness to have consultations about common interests;
  3. Coordination and cooperation are pursued in fundraising, management and expenditure;
  4. No negative statements on each other will be made in public.
- f) Every society in which Dance4Life is active can have the confidence that generally accepted values and standards are observed, both in social behaviour and the principles of the democratic constitutional state, and that a willingness is shown at all times to consult and have a dialogue with relevant social and political groups about one's own functioning.

## **FINAL PROVISIONS**

- a) Dance4Life is jointly responsible for the social and political acceptance and the image of the development sector and the charitable fund-raising branch as a whole.
- b) Dance4Life aims at cooperation, both within the sector/branch and with other parties involved.
- c) Dance4Life has put a compliant procedure in place. In the case of undesired behaviour or other practices that are in conflict with this code of conduct, please notify the managing director or president of Dance4Life.

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