



**YOUNG IN PRISON**  
INTERNATIONAL

## Code of Conduct

*As found on page 23 of Young in Prison NL's Partnership Policy*

### Code of Conduct

- a. YiP and YiP's partners will not engage in any form of discrimination regarding gender, marital or maternity status, sexuality, religion, age, race, or ethnic group.
- b. YiP and YiP's partners will ensure that the working environment is free of harassment for employees and volunteers by other employees or volunteers.
- c. YiP and YiP's partners will respect local labour laws when designing policy, ensuring fair pay, benefits, hours and leave.
- d. YiP and YiP's partners will ensure to pay employees on time.
- e. YiP and YiP's partners will engage in respectful and ethical behavior in regards to the target group, respecting their privacy, maintaining professional relationships and never exploiting them.
- f. YiP and YiP's partners will engage with each other in a respectful manner with the understanding that we all seek common goals and are part of a team.
- g. YiP and YiP's partners will respect the confidentiality of the internal workings of the organisation.
- h. YiP and YiP's partners will not tolerate employees or volunteers engaging in illegal conduct, in or outside the organisational context.
- i. YiP and YiP's partners will not tolerate actions by employees or volunteers that publicly misrepresent YiP to the detriment of the organisation.
- j. YiP and YiP's partners will not engage in actions that are detrimental to the overall mission of the organisation.
- k. YiP and YiP's partners will create a space where employees feel comfortable to voice concerns and communicate with management.
- l. YiP and YiP's partners will not engage in or tolerate any form of corruption, theft or dishonesty.
- m. YiP and YiP's partners will prioritize the safety of employees and volunteers.