

Code of Conduct

Introduction

As organisation “Läkarmissionen” operates globally under the brand name “LM International”, hereinafter abbreviated as LM.

Our vision is ‘Dignified life – Sustainable world’. By dignified life, we see all humans as unique and of equal value with the same right to be empowered and to influence their own lives. By sustainable world, we mean a world that is socially, economically, and environmentally sustainable, i.e., that development meets current needs without compromising the ability of future generations to meet their own needs. Priority is given to the basic needs of impoverished people around the world.

We operate in many areas characterised by humanitarian disasters where saving lives is our number one priority. We also work for long-term change for individuals where we strongly believe in the inherent power of humans and are committed to equipping people with the tools to build their own future.

LM promotes sustainable poverty alleviation from a human rights perspective without making any distinction between the rights-holders. LM has no religious or political affiliation, but our core values are based on the ethics of Christian tradition, by which we believe that all human beings are unique and have the same value regardless of faith, gender, ethnicity, or any other factor which may be used as a basis for discrimination. Our ambition is that our operations should encompass the whole individual from a physical, psychological, social as well as existential dimension.

LM is a signatory of the Code of Conduct for the International Red Cross and Red Crescent Movement and Non-Governmental Organisations (NGOs) in Disaster Relief and is committed to the four humanitarian principles: Humanity, Neutrality, Impartiality, and Independence.

Purpose and Scope

LM’s own Code of Conduct (CoC) is our ethical code, regulating how we act and respond to people. As a representative of LM, you are expected to follow the points of the CoC, vision and mission, and endorse our guiding beliefs. In addition to employees, the CoC also covers Board members, members of the Advisory Board, and any other person representing LM. The rules and guidelines in this CoC provide a framework within which all LM representatives, regardless of location, undertake to discharge their duties or services and to regulate their conduct.

The CoC provides guidance in the face of ethical dilemmas one may experience. It shows what to do in a complex situation by providing standards and values to follow and guides on how to protect the organisation and those covered by the CoC against any damaging situations. It also seeks to ensure that any representative covered by the CoC avoid using possible unequal power relationships for their own benefit.

Responsibility

Anyone representing LM is an ambassador of the organisation and has the responsibility to ensure that they understand the purpose and content of the CoC and knows what is expected of them as representatives. The Code does not exempt anyone, and any breach will result in disciplinary action, and can lead to dismissal and/or prosecution.

Managers and supervisors are especially responsible for providing information about these guidelines. The Secretary General is responsible for the CoC which is approved by the Board.

The Ten Points of the Code of Conduct

Representatives of LM are expected to follow the ten-point program below for good behaviour towards those we work with or for. The Code describes what LM expects from its representatives and what the representatives can expect from LM.

All representatives of LM undertake to follow the requirements of this Code and conduct in accordance with them, thereby contributing to LM's quality of performance and reputation.

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1. Treat all people with respect and dignity.
 2. Renounce any form of harassment, discrimination, intimidation, and exploitation.
 3. Promote human rights and protection of the environment.
 4. Protect the health, safety, security, and welfare of all.
 5. Do not abuse your position of trust.
 6. Combat all forms of corruption.
 7. Abstain from alcohol and drugs.
 8. Manage all resources properly.
 9. Act responsibly in the use of information.
 10. Avoid any conflict of interest.
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1. Treat all people with respect and dignity.

Representatives of LM must treat all people with respect regardless of gender, ethnicity, nationality, religion and belief, political opinion, sexual orientation, age, or disability. In different contexts sensitivity to, and respect for local customs, culture and religious beliefs must be considered. When representing LM this should be observed through appropriate conduct, dress codes and language.

2. Renounce any form of harassment, discrimination, intimidation, and exploitation.

All forms of harassment, exploitation, and abuse, sexual and other, are prohibited. It is also forbidden to use LM's computers, mobile phones, and other devices to access pornographic, racist, or abusive material. Discrimination or intimidation in any form, against any person or group, is prohibited. It is also not tolerated to exploit anyone to do something in exchange for resources or personal gain.

3. Promote human rights and protection of the environment

We work for the protection of human rights and our conduct is to be consistent with the human rights framework to which LM subscribes. Children are among the most vulnerable groups and need specific attention and protection. LM's Child Safeguarding policy should therefore at all-time be followed.

LM works for a sustainable world, why the health of our planet is of equal value. We use our best endeavours to protect the natural environment and work in a sustainable way setting good examples when booking our travels, minimising energy consumption, being cautious in the use of materials and recycling materials that we no longer need. We always consider the possibility of a digital meeting before travelling.

4. Protect the health, safety, security, and welfare of all.

LM representatives may during field visits be exposed to dangerous situations and must comply with the safety rules to which they are subject. Before travelling, appropriate risk assessments are required, especially in situations of armed conflict and other situations of violence in which LM operates. It is of utmost importance to behave in ways as to avoid any unnecessary risk to the safety, security, health and welfare of oneself and others, including partner organisations and rights-holders.

5. Do not abuse your position of trust

While striving for the highest standards of honesty and integrity, we are aware of living in an unequal world. It is important to understand our privileged position of power and never abuse our position of trust for any personal gain. We should always uphold trust in relation to our partners and the communities we serve.

6. Combat all forms of corruption

All forms of corruption are strictly prohibited. No representative is allowed to give or receive money, benefits or gifts in any form that can be perceived as a bribe or in any other way contrary to current legislation. Similarly, LM does not accept any form of favouritism, nepotism, embezzlement, extortion, or fraud.

7. Abstain from drugs and alcohol

LM requires total abstinence from drugs and prohibits drinking alcohol during work. In connection with driving, alcohol consumption is prohibited even though some countries have a more liberal view of alcohol and drugs.

8. Manage all resources properly

Any financial and material resources entrusted you should be used in a responsible manner and only for the purposes that they are intended for. All equipment must be returned in good condition after completion of the assignment.

9. Act responsibly in the use of information

Any access to confidential or sensitive information relating to an individual or organisation, must be observed by full discretion. Only reference information that is publicly available. Official spokespersons for LM are Chairman of the Board, Secretary General, or to whom the authority is given by the Secretary General.

What we write, link, and refer to online is public and can be shared with anyone. Although an individual has the right to freely express her/his views on various issues, we use responsible judgement online, as when sharing information on social media platforms and through email. Keep in mind not to convey an image of LM which does not comply with our CoC.

10. Avoid any conflict of interest

Anyone acting on behalf of LM must avoid situations in which their personal interest may conflict with the interests of LM or its programme participants. This includes our relationships, external activities, or beliefs, including political and religious views. All financial, personal, family (or close intimate relationship) interests in matters of official business which may impact on the work of LM must therefore be declared. If in doubt about whether something could be regarded as a conflict of interest, it must always be disclosed.

Related Documents

LM's Guiding Beliefs, policies, instructions, and regulations such as those covering: Whistleblowing, Complaints, Anti-corruption, Anti-fraud and Bribery, Conflict of Interest, Purchasing and procurement, Child Safeguarding, PSEAH, Gender Equality, Climate and Environment.