

European Lawyers in Lesvos – ELIL

Code of Conduct

Please ensure you comply with these principles whilst a staff member of, or volunteer for, the European Lawyers in Lesvos:

1. Observe the Greek law and the rules and regulations set by the government authorities in any of the camps or other locations you may visit.
2. Respect the equal worth and dignity of every individual without distinction, and promote fundamental human rights without discrimination and irrespective of race, ethnicity, religion, age or gender.
3. Create and maintain an environment that prevents sexual exploitation and abuse, abuse of power and corruption.
4. Uphold the highest standards of accountability, efficiency, competence, integrity and transparency.
5. Demonstrate integrity, dedication, and honesty in all your actions. Never accept a favour, gift, or bribe from a person of concern – or otherwise act for reasons of your own personal gain.
6. Never commit any act or form of harassment that could result in physical, sexual or psychological harm or suffering to individuals, especially women and children.
7. Never engage in any sexual activity with children (persons under the age of 18) regardless of the age of majority or age of consent locally. Sexual activity with children is prohibited. Mistaken belief in the age of a child is not a defence.
8. Never exchange money, goods or services for sex, including sexual favours. All forms of humiliating, degrading or exploitative behaviour are prohibited.
9. Never give preferential treatment. Never abuse the power and influence that you have by virtue of your position to engage in an emotionally or financially exploitative relationship.
10. Commit to behaving in ways that respect and support the diverse range of cultures, customs and traditions present in any of the camps or other locations you may visit. This includes wearing attire appropriate to a diverse professional context.
11. Ensure that all confidential information is handled correctly and with utmost confidentiality.
12. Always follow all instructions designed to protect your health, welfare and safety. Endeavour to ensure that the health and well-being of others is not subjected to undue risk.
13. No picture taking (photo or video) within any of the sites in Lesvos, Samos or the Greek mainland.
14. Remember that at all times you represent European Lawyers in Lesvos and ensure you do not do anything – including posting on social media – that may harm the European Lawyers in Lesvos' operations or reputation.

I have read and understood the above Code of Conduct and agree to abide by the Code of Conduct during my time as a staff member of, or volunteer for, the European Lawyers in Lesvos:

Name:

Signed:

Date:

Reporting

Staff and volunteers must immediately report any suspected breaches of this Code of Conduct immediately to the Managing Director and not to anyone else. Failure to report will be treated as serious and may result in disciplinary measures being taken.

Following such a report, the Managing Director must establish whether there are clear grounds for initiating an investigation. If so, a formal investigation must take place. This investigation will be led by the Managing Director, supported by the Legal Coordinator, as necessary (unless the Legal Coordinator is potentially implicated in the matter).

If the matter relates to a suspected breach of this Code of Conduct by the Managing Director, the report should be made directly to a member of the ELIL Supervisory Board.

Other than in exceptional circumstances, and where the Managing Director has given explicit consent, ELIL will report all apparent criminal conduct covered by this Code of Conduct to the appropriate police or investigatory authorities, irrespective of whether that conduct is on the part of staff/volunteers or others.