



ALIVE Code of Conduct

- 1)** The Association for Living Values Education International commits itself to being a values-based organisation, and to:
 - a) observe local law and maintain good governance and management practice, structures and procedures;
 - b) propose values, primarily through the example of action and being a role model, but not impose them;
 - c) be sensitive at all times to the well-being of its personnel, including volunteers, and non-discriminatory, respectful, consistent and caring in its treatment of them and prospective personnel;
 - d) act responsibly and respectfully with regard to the environmental impact of its activities;
 - e) maintain high ethical standards with regard to all financial matters and oppose financial impropriety;
 - f) exemplify cultural sensitivity and support diversity;
 - g) communicate with stakeholders and make appropriate information publicly available;
 - h) be willing to cooperate with other similar organisations working in a related area, when appropriate;
 - i) be respectful of the values, beliefs and principles of others, recognising that LVE is not a product of any particular religion or belief system and should not be used as a vehicle to promote any one religion or belief system in preference to another, or influence or change another person's beliefs in this regard; and
 - j) as an organisation, maintain neutrality with regard to any religious or political affiliation, and avoid any affiliation (including business or donor affiliation) which might compromise its autonomy, independence or neutrality. While this does not preclude the involvement of or affiliation with any religious, spiritual or political organisation or movement, whether as sponsors or otherwise, neutrality should, if such involvement or affiliation is significant, be clearly demonstrated and visible through inclusive involvement of or affiliation with, at a corresponding level, a variety of appropriate similar organisations or movements.

- 2)** The Association commits itself to practise the values of honesty, transparency, respect and responsibility with regard to its financial affairs and to conduct its activities in a professional manner, in a spirit of volunteerism, self-sufficiency, solidarity and charity, consistent with local culture and circumstances, and with the overall aim of ensuring that the maximum possible benefit from all that LVE has to offer is derived by the maximum number of people possible.

- 3)** Recognising the proper role of finances in running an on-going organisation and its not-profit-motivated educational activities, the Association believes that the above commitments do not prevent or require, but do guide and influence the choice of: (i) making a charge for professional development courses, workshops, seminars or other LVE activities; and (ii) offering appropriate remuneration to personnel involved in the carrying out of LVE activities, whether as educationists, administrators or otherwise, and whether on a full-time or part-time basis, but excluding always any ALIVE Director, noting that payment of remuneration to a Director is prohibited by the Association's Articles of Association (Article 13.d).

- 4)** In addition to and in expression of the above general principles and values, the Association commits itself to:
 - a) maintain ethical financial policies and practices that are in accordance with locally accepted good practice;
 - b) to observe, as appropriate, all Guidelines for Associates in relation to financial matters;
 - c) maintain, in accordance with locally accepted good practice, clear, accurate and complete accounts;
 - d) ensure that all money received by it is duly accounted for, and normally deposited in a bank account of the Association unless the circumstances or smallness of the amount, and good practice, justify other appropriate action; and
 - e) ensure that it does not depend on, or accept assistance from, any donor, sponsor or other supporter in such a manner or to such an extent that its independence or political and religious neutrality is compromised.