

MEMBER CODE OF CONDUCT

This Code of Conduct was adopted by the General Assembly on 11 May 2019. Its purpose is to ensure that all members of PICUM adhere to a common set of principles and act accordingly, so that PICUM maintains a strong reputation. The General Assembly also recognises the strength of the diversity of PICUM's membership and the fact that many undocumented migrants and the organisations they form and lead operate under difficult circumstances. This Code of Conduct has been designed specifically to make sure that those working at grassroots level and in difficult circumstances are able to be part of our network.

Current members or their representatives shall sign a copy of this Code of Conduct, which will be kept on file at PICUM's secretariat. New members will be asked to sign upon approval of their membership. Neither PICUM's board nor its secretariat will spontaneously verify any member's compliance with this Code of Conduct. However, the Code of Conduct will be used as part of the board's consideration of applications for membership; and the Code of Conduct will be considered by the board when there is an indication that a member is not or is no longer suitable to be part of the network.

The Code of Conduct consists of the following provisions:

1. Members agree to speak and act in ways that respect the dignity and human rights of all undocumented people. In particular, members agree not to use the term "illegal" to describe undocumented migrants or migration.
2. Members agree to respect the rules that apply to their work, including the local, national, and international laws and regulations that govern their operations and their work with undocumented migrants. When members realise that they have violated such rules, they agree to take effective steps

to comply as soon as possible. In case there are conflicts between such rules and a member's mission, that member agrees to act in good faith to reconcile the conflict openly and in accordance with its values.

3. Members agree to take appropriate steps to ensure the health and well-being of their staff and colleagues, the beneficiaries of their work, and others with whom they cooperate. Members agree to have in place the necessary policies and procedures to safeguard children and vulnerable adults with whom they come into contact.
4. Members agree not to discriminate against any person or group based on any ground such as sex, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age, or sexual orientation. This does not prevent PICUM members from taking positive action in their work to prevent or correct disadvantages. PICUM members commit to ensuring gender equality and to taking an intersectional approach to identity in their governance, management, and operations.
5. Members commit not to engage in corruption¹ or fraud.²
6. Members agree to remain actively involved in PICUM to the extent their time and resources allow.

Organisation

Name of Person Signing

¹ PICUM uses the definition of corruption used by Transparency International: "*the abuse of entrusted power for private gain*".

² PICUM uses the definition of fraud used by the UK Serious Fraud office: "*an intentional deception to obtain an advantage, avoid an obligation or cause a loss to another person or company*".

Position

Signature

LAST UPDATED: 15 March 2019

Date