

# **Code of Ethics**

## **Regional Expert Group on Migration and Health**

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## **I. Key principles**

### **1. Purpose of the Code**

Regional Expert Group on Migration and Health (here and further REG or Group), fully committed to the principle of honesty and of responsibility to society, adopts the Code of Ethics (here and further the Code).

In its activities, REG adheres to the standards established by the Universal Declaration of Human Rights and is based on universal moral and ethical values.

This Code of Ethics applies to employees and members of the REG, including Regional representatives, the Board and the Advisory Council. REG proceeds from the fact that the behavior of employees and members of the Group under any circumstances must comply with high standards of professionalism, moral and ethical principles.

The purpose of this Code is to establish ethical standards, rules of professional conduct and relationships between employees and members of the REG for the worthy performance of their duties and maintaining the reputation of the Group.

### **2. Scope of the Code**

The Code of Ethics is advisory in nature, but REG assumes that organization's employees and members, by joining the Group, agree with the provisions of the Code of Ethics.

In a situation where the Code of ethics and the law come into conflict, the REG is guided by the current national legislations of member's countries.

## **II. Main part**

### **1. Basic ethical principles of the organization**

#### **1.1. Independence**

The REG forms its strategy, position and action plan in complete independence from any private companies, other non-profit organizations, donors, national governments, individual officials and political parties. This does not

exclude the possibility of accidental coincidence of the REG's position with the position of the above-mentioned persons.

## **1.2. Objectivity and reliability of information**

Employees and members of the REG carry out their activities impartially and base their position on reliable and objective data, regardless of the circumstances. It is necessary to take into account that employees and members of the REG cannot guarantee complete objectivity of findings and conclusions within the framework of their professional activities due to the lack of complete information from any person.

## **2. Resolution of contradictions**

Each employee and member of the Group undertakes, by accepting official and/or voluntary responsibilities, to fulfill the assigned requirements to the full extent requested in order to achieve the goals of the Group. In the event of a conflict between the parties, when the issue is related to a behavior and/or personal interests of the employee, and not his/her professional qualities, an appeal is sent to REG's Ethics Commission.

## **3. Ethical standards of REG's employees and members**

**3.1** In relationships with colleagues, employees and members of the REG adhere to the principles of honesty, fairness, respect and mutual assistance, recognize and respect each other's experience and knowledge.

**3.2** REG's employees and members have the right to express their own opinions that differ from an official position of the REG, provided that he/she does not express it on behalf of the Group. ***REG is not responsible for expressing the opinions of its individual members.*** In cases of consequences for the activities or reputation of the REG caused by the actions or statements of its employee or member, an Ethics Commission may be convened.

## **4. Information transparency**

REG maintains information transparency within the framework that ensures the privacy and safety of its employees and members, the sustainability of the Group's work, and also complies with the provisions of existing contracts, agreements and legislation.

## **III. Violation of the Code and the Ethics Commission**

Violations of the provisions of the Code are subject to consideration at a meeting of the Ethics Commission at the request of an employee or a member of the REG, including representatives of the Board or Advisory Council.

**The Ethics Commission** is a body of the REG, which can be convened at the request of an employee or a member of the REG, including representatives of the Board or Advisory Council.

If one of the Ethics Commission's members participates as a party of the conflict being considered by the Commission, such member of the Commission must be removed from participation in the consideration of the current case.

The composition of the commission, including the procedure for appointing/selecting commission members, is determined by the Group based on the resources at its disposal. The term of office of Commission's members is three years from the date of approval. The approval commission's members is carried out by the Board and the Advisory Council of the REG. The commission operates on a voluntary and free basis.

Based on the results of consideration of the case, the Commission has the right to issue a warning to a REG's employee or a member about the inadmissibility of certain actions, to propose changes to the existing REG's documents, including this Code of Ethics, to recommend to the Board and the Advisory Council to exclude a member from the REG, as well as to propose other actions, which, in the opinion of the members of the Commission, will contribute to the implementation of the provisions of the Code of Ethics and the further effective work of the REG.

Approved by the Board, Advisory Council and Executive committee of the REG: