


BRIGHTER HORIZONS
CODE OF CONDUCT – UPDATED NOVEMBER 2024





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Introduction

Brighter Horizons is committed to maintaining the highest degree of ethical conduct among its staff, associated personnel, subcontractors, and volunteers in relation to its values and vision. To reinforce this commitment, the expectations for Brighter Horizons, employees, subcontractors, and volunteers are outlined in this Code of Conduct.

Scope and purpose

The Code of Conduct applies to all personnel, as well as subcontractors and volunteers, while they are engaged with Brighter Horizons, and must be distributed to all relevant parties. The Code of Conduct is applicable both during and outside of working hours, and violations of the Code may lead to disciplinary actions, including dismissal.

Brighter Horizons is a globally engaged organization, and therefore, the Code of Conduct is developed based on international laws and UN standards. Brighter Horizons, its personnel, subcontractors, and volunteers are expected to comply with local laws in the country where they are located. In cases where the Code of Conduct is more comprehensive than local legislation, the Code of Conduct will prevail.

Vision and values

The purpose of the organization is to help weak and exposed groups in Sierra Leone, Western Africa.

- To improve women's status in the Sierra Leonean society.
- To work for the status and possibilities of the handicapped people
- To support especially talented children coming from poor life circumstances, through education
- To help young prostituted girls away from the street work
- To bring love and safety into the lives of the most vulnerable people

Brighter Horizons is a politically independent nonprofit humanitarian organization.

Standards in the Code of Conduct

As part of Brighter Horizons, everyone supports and adheres to the following standards outlined in the Code of Conduct:

Anti-corruption¹

- All employees, associated personnel, and volunteers neither offer nor accept any form of services or payments that could be considered illegal or corrupt practices.
- Any form of illegal or corrupt practice may result in disciplinary action.
- Brighter Horizons is also committed to reporting any cases or suspicions of corruption to donors, including the Danish Ministry of Foreign Affairs, within 14 days.

Prevention and Protection Against Sexual Harassment, Exploitation, and Abuse²

- Brighter Horizons has zero tolerance for sexual harassment, exploitation, and abuse, and therefore actively works to protect individuals from such behavior caused by employees, associated personnel, and volunteers.
- Brighter Horizons ensures that there is a mechanism for lodging complaints if incidents of sexual harassment, exploitation, or abuse occur.
- Brighter Horizons ensures that complaints are investigated and handled in an anonymous, credible, safe, and transparent manner. The resolution of complaints may lead to disciplinary and/or legal consequences.

Anti-Child labour³

- Brighter Horizons complies with both national and international legislation that protects children, including the UN Convention on the Rights of the Child and ILO conventions.
- Any form of violation may result in disciplinary and/or legal consequences.

¹ Brighter Horizons complies with the Ministry of Foreign Affairs' anti-corruption clause in accordance with the [guidelines](#).

² Brighter Horizons complies with the Ministry of Foreign Affairs' PSHEA clause in accordance with the [guidelines](#).

³ Brighter Horizons complies with the Ministry of Foreign Affairs' anti-child labour clause in accordance with the [guidelines](#).

Anti-terror⁴

- Brighter Horizons does not collaborate with entities or organizations listed on the UN and EU terrorism lists. When implementing projects, Brighter Horizons screens partners and other affiliated collaborators against these two lists.
- In situations where Brighter Horizons has collaborated with organizations or entities listed on the UN and EU terrorism lists, Brighter Horizons is committed to reporting this to the Danish Ministry of Foreign Affairs.
- Any form of violation may result in disciplinary and/or legal consequences.

Complaint access

- Brighter Horizons ensures the possibility of filing complaints via email and/or phone.
- Brighter Horizons ensures that complaints are investigated and handled in an anonymous, credible, safe, and transparent manner. The resolution of complaints may lead to disciplinary and/or legal consequences.



11.11.2024

Signature

Date

[Zora Zaskova, chair of the board]

⁴ Brighter Horizons complies with the Ministry of Foreign Affairs' anti-terror clause in accordance with the [guidelines](#).