

**GLOBAL ORGANISATION FOR HUMANITARIAN WORK PSYCHOLOGY (GOHWP)  
CODE OF ETHICAL BEHAVIOUR AND GUIDING PRINCIPLES**

Members of GOHWP are expected to abide primarily by the Code of Ethics of the respective professional organizations/associations of which they are also members. For GOHWP members who do not belong to any other professional organizations/associations, we suggest that they abide by the Code of Ethics of their respective national psychological organization/association, and also follow as ethical guidelines the Codes of the following groups: the Universal Declaration of Ethical Principles for Psychologists; the International Labour Organization (ILO); and People in Aid. These are summarized below, along with links to the respective complete documents.

These particular Codes were selected by GOHWP from a review of numerous professional Codes of Ethics, based on the following criteria: The Universal Declaration because of its universal psychological application; the ILO because it speaks specifically to people in any and all places of work (H-WP); and People in Aid because it speaks specifically to people working in the humanitarian aid and development arena (HW-P).

In addition, GOHWP members are, of course, expected to abide by GOHWP's own Goals and Values and are expected to take care to operate only within the boundaries of their field of expertise and competence, and not to exceed these boundaries.

**GLOBAL ORGANISATION FOR HUMANITARIAN WORK PSYCHOLOGY (GOHWP): GOALS AND VALUES**

<http://gohwp.org/goals-and-values/>

The Global Organisation for Humanitarian Work Psychology has three primary goals:

**Goal 1.** To develop, promote, and support the field of humanitarian work psychology and its participants, by, among other things:

- Driving academic research, applied projects, education, and training efforts;
- Promoting representation from local communities across the globe; and
- Assisting in the development, adoption, and observance of best practices within the field of humanitarian work psychology.

**Goal 2.** To promote our values in the disciplines, organisations and societies with which we engage – prominently including the discipline of psychology, the sub-discipline of organisational psychology, and actors involved in enhancing human welfare.

**Goal 3.** To promote and engage in humanitarian activities as organisational psychologists, including contributing to poverty reduction and to the empowerment of marginalised groups.

**Values:** These are some of the values that we aspire to support in the world and to operate by in our own conduct:

- **Social Justice-** procedural, distributive, and interactional justice;
- **Self-Determination-** an opportunity and power to direct one's life;
- **Respect for Diversity-** respect and acceptance of unique social identities;
- **Accountability-** working with and being accountable to those who are subjected to inequality, injustice, and poverty;
- **Empowerment-** supporting and facilitating marginalised groups to participate fully in society.

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**UNIVERSAL DECLARATION OF ETHICAL PRINCIPLES FOR PSYCHOLOGISTS**

<http://www.iupsys.net/about/governance/universal-declaration-of-ethical-principles-for-psychologists.html>

The objectives of the Universal Declaration are to provide a moral framework and generic set of ethical principles for psychology organizations worldwide: (a) to evaluate the ethical and moral relevance of their codes of ethics; (b) to use as a template to guide the development or evolution of their codes of ethics; (c) to encourage global thinking about ethics, while also encouraging action that is sensitive and responsive to local needs and values; and (d) to speak with a collective voice on matters of ethical concern.

The Universal Declaration articulates principles and related values that are general and aspirational rather than specific and prescriptive. Application of the principles and values to the development of specific standards of conduct will vary across cultures, and must occur locally or regionally in order to ensure their relevance to local or regional cultures, customs, beliefs, and laws.

Principle I: Respect for the Dignity of Persons and Peoples. In accepting as fundamental the Principle of Respect for the Dignity of Persons and Peoples, psychologists accept the following related values:

- a) respect for the unique worth and inherent dignity of all human beings;
- b) respect for the diversity among persons and peoples;
- c) respect for the customs and beliefs of cultures, to be limited only when a custom or a belief seriously contravenes the principle of respect for the dignity of persons or peoples or causes serious harm to their well-being;
- d) free and informed consent, as culturally defined and relevant for individuals, families, groups, and communities;
- e) privacy for individuals, families, groups, and communities;
- f) protection of confidentiality of personal information, as culturally defined and relevant for individuals, families, groups, and communities;
- g) fairness and justice in the treatment of persons and peoples.

Principle II: Competent Caring for the Well-Being of Persons and Peoples. In accepting as fundamental the Principle of Competent Caring for the Well-Being of Persons and Peoples, psychologists accept the following related values:

- a) active concern for the well-being of individuals, families, groups, and communities;
- b) taking care to do no harm to individuals, families, groups, and communities;
- c) maximizing benefits and minimizing potential harm to individuals, families, groups, and communities;
- d) correcting or offsetting harmful effects that have occurred as a result of their activities;
- e) developing and maintaining competence;
- f) self-knowledge regarding how their own values, attitudes, experiences, and social contexts influence their actions, interpretations, choices, and recommendations;
- g) respect for the ability of individuals, families, groups, and communities to make decisions for themselves and to care for themselves and each other.

Principle III: Integrity. In accepting as fundamental the Principle of Integrity, psychologists accept the following related values:

- a) honesty, and truthful, open and accurate communications;
- b) avoiding incomplete disclosure of information unless complete disclosure is culturally inappropriate, or violates confidentiality, or carries the potential to do serious harm to individuals, families, groups, or communities;
- c) maximizing impartiality and minimizing biases;
- d) not exploiting persons or peoples for personal, professional, or financial gain;
- e) avoiding conflicts of interest and declaring them when they cannot be avoided or are inappropriate to avoid.

Principle IV: Professional and Scientific Responsibilities to Society. In accepting as fundamental the Principle of Professional and Scientific Responsibilities to Society, psychologists accept the following related values:

- a) the discipline's responsibility to increase scientific and professional knowledge in ways that allow the promotion of the well-being of society and all its members;
- b) the discipline's responsibility to use psychological knowledge for beneficial purposes and to protect such knowledge from being misused, used incompetently, or made useless;
- c) the discipline's responsibility to conduct its affairs in ways that are ethical and consistent with the promotion of the well-being of society and all its members;
- d) the discipline's responsibility to promote the highest ethical ideals in the scientific, professional and educational activities of its members;
- e) the discipline's responsibility to adequately train its members in their ethical responsibilities and required competencies;
- f) the discipline's responsibility to develop its ethical awareness and sensitivity, and to be as self-correcting as possible.

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**INTERNATIONAL LABOUR ORGANIZATION**

<http://www.ilo.org/public/english/ethics/documents/principles.pdf>

The ILO has a set of Organizational Values and a set of Guiding Principles and Values. Each is summarized below.

**ILO Organizational Values:** These values reflect those of the UN system (Integrity, Professionalism, Respect for Diversity, Teamwork)

Integrity

Each ILO staff member:

- Demonstrates the values of the United Nations and of the ILO, including its Decent Work Agenda, in daily activities
- Acts without consideration of personal gain
- Resists political pressure in decision making
- Stands by decision in the Organization's interest even if they are unpopular
- Takes prompt and relevant action in cases of unprofessional or unethical behaviour

Professionalism

Each ILO staff member:

- Shows pride in his/her work and achievements
- Demonstrates professional competence and mastery of subject matter
- Is conscientious and efficient in meeting commitments, observing deadlines and achieving results
- Is motivated by professionalism rather than personal concerns
- Shows persistence when faced with difficult problems or challenges
- Remains calm in stressful situations

Respect for Diversity

Each ILO staff member:

- Works effectively with people from all backgrounds
- Treats all people with dignity and respect
- Treats men and women equally
- Examines own biases and behaviours to avoid stereotypical responses
- Does not discriminate against any individual/group

Teamwork

Each ILO staff member:

- Collaborates with colleagues for set goals
- Values ideas and expertise of others
- Is willing to learn from others
- Respects team agenda before personal one
- Supports and acts in accordance with group decisions even when personal position is different
- Shares credit for team accomplishments and accepts joint responsibility for team shortcomings

**ILO Guiding Principles and Values**

Principle 1: Commit to core value-based concepts and principles enshrined in the ILO Constitution and in the UN Charter. (Includes cultural diversity)

Principle 2: Uphold the integrity of the ILO by ensuring that personal and professional conduct is, and is seen to be, a reflection of the concepts enshrined in the ILO Constitution and in the Charter of the United Nations, rules, regulations, policies and guidelines. (Includes good civic conduct, impartiality and independence, and integrity)

Principle 3: Commit to performing our official duties and conducting our private affairs in a manner that avoids conflicts of interest to ensure the enhancement and preservation of public confidence in the ILO. (Includes personal relationships)

*Working Relations Principles*

Principle 4: Contribute to building a harmonious workplace based on team spirit, mutual respect and understanding, and constructive dialogue. (Includes managerial/supervisory principles)

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**ILO Guiding Principles and Values (cont.)**

*Security and Safety Principles*

Principle 5: Promote the safety, health and welfare of all ILO staff as a necessary condition for effective and consistent performance.

*Use and Protection of Information and Resources Principles*

Principle 6: Safeguard and make responsible use of the information and resources to which we have access by reason of our employment with the ILO. (Includes relations with the media)

*Protection of Persons and of the Image and Interest of the ILO Principles*

Principle 7: Prevent, oppose and combat exploitation and abuse of persons. We are expected to refrain from criminal activities, unethical activities and activities that contravene human rights or activities that compromise the image or interests of the ILO.

*Harassment Principles*

Principle 8: Refrain from any form of harassment, discrimination, physical or verbal abuse, intimidation or favouritism in the workplace.

*Gifts, Honours, Remuneration from Outside Sources Principles*

Principle 9: Protect the ILO from any appearance of impropriety.

*Outside Activities Principles*

Principle 10: The ILO encourages its staff to undertake outside activities that are beneficial for the enhancement of their professional skills. However, the primary obligation of ILO staff is to devote their energies to the work of their Organization. It is improper for ILO staff to engage in any outside activity, whether remunerated or not, without prior authorization, if required. (Includes membership of a political party)

**PEOPLE IN AID CODE OF GOOD PRACTICE**

<http://www.peopleinaid.org/pool/files/code/code-en.pdf>

*Guiding Principle: People are central to the achievement of our mission*

Principle 1: Human Resources Strategy

- Human resources are an integral part of our strategic and operational plans.

Principle 2: Staff Policies and Practices

- Our human resources policies aim to be effective, fair and transparent.

Principle 3: Managing People

- Good support, management and leadership of our staff is key to our effectiveness.

Principle 4: Consultation and Communication

- Dialogue with staff on matters likely to affect their employment enhances the quality and effectiveness of our policies and practices.

Principle 5: Recruitment and Selection

- Our policies and practices aim to attract and select a diverse workforce with the skills and capabilities to fulfil our requirements.

Principle 6: Learning, Training and Development

- Learning, training and staff development are promoted throughout the organisation.

Principle 7: Health, Safety and Security

- The security, good health and safety of our staff are a prime responsibility of our organisation.