## BBC Media Action Staff Code of Conduct

The Code of Conduct sets out what BBC Media Action expects from all staff and freelancers and

highest professional standards. Irresponsible or abusive behaviours can d reputation and impact our ability to deliver our mission.

on any contract.

Treat colleagues, partner staff and everyone you meet through work with respect. Never harm a child, young person, vulnerable adult or anyone else you have contact with. Never sexually, physically or emotionally harass, assault, exploit or abuse another person at work or outside work.

Do not engage in any forms of humiliating, degrading or exploitative behaviour.

Do anything to undermine the reputation of BBC Media Action or the BBC. Inform the recruiting manager during recruitment of any prior conviction that may either have an impact on your ability to deliver work or be a reputational risk to BBC Media Action. Inform them of any safeguarding or fraud concerns raised by any previous employer.

do anything that is corrupt or exploitative. Neither accept nor offer bribes. Be honest, fair, ethical and accountable in everything you do. Do not use or abuse your position to gain indirect or direct personal advantage.

Be sensitive o dirsr(i) (tiv2 0,0087 0,0084.2re W\*nBT/F 11.0Tf1 001 8Bu 528 V\*nure) 01 288 ET 120(0)-6)1 (dirsr(i) (tiv2 0,000 0)

that may create a real or perceived conflict of interest.

Refrain from developing a romantic/sexual relationship with project beneficiaries including trainees working at partner media organisations. Sexual relationships between BBC Media Action staff and beneficiaries are strongly discouraged since they are based on inherently unequal power dynamics. Such relationships undermine the credibility and integrity of BBC Media Action work.

Be cautious about developing a romantic/sexual relationship with staff of partner organisations who are in any way connected to the work of BBC Media Action (and inform your line manager if such a relationship exists). These might exploit unequal power relations,

## conflict of interest.

Do not accept significant gifts or any remuneration from governments, beneficiaries, partners, donors, suppliers and other persons, which have been offered to you as a result of working with BBC Media Action. In the event that refusal might damage BBC Media reputation or relationships, declare any such items or privileges immediately.

BBC Media Action Safeguarding Policy

BBC Media Action Whistleblowing Policy

BBC Anti-bribery Policy

BBC Acceptable use of Information Systems

**BBC Editorial Guidelines**