

# CODE OF CONDUCT

Adopted by	The Association Board
Governing documents	Statutes, The Sextant, owner directives
Version & date	Version 1, 09/12/2022
Revision	To be reviewed annually and updated as necessary.

## Introduction

RFSU strives to promote a world in which everyone is free to make decisions about their own bodies and sexuality. RFSU firmly believes in the principle that all people are of equal worth, and this principle shall also be reflected in how we behave and represent RFSU.

## Purpose and scope

Our Code of Conduct is a common guidance document that outlines six central principles applicable to individuals in their assignments on behalf of RFSU. The Code of Conduct applies to anyone who represents the organisation in some way, be it as an elected official, employee, volunteer, information provider, trainee, consultant or in some other role in which you represent RFSU in some manner. The term “RFSU” covers all units within RFSU’s organisation, including the central association office, the RFSU clinic, local branches, companies, subsidiaries and foundations, although not individual members.

The Code of Conduct is applicable to all situations in which you work on behalf of or represent RFSU. Depending on the nature of your assignment or engagement, there may also be additional policies and guidelines with which you need to comply in addition to this Code of Conduct. If you are unsure about which policies and guidelines apply to you, please contact your local chairman, manager or other contact person. There may also be policies/governing documents containing rules that are more extensive or more detailed than the rules and principles set out in this Code of Conduct. If your assignment is subject to such regulations, please be aware that you must comply with these more extensive/detailed rules in addition to this Code of Conduct.

The six central principles set out in this Code of Conduct do not limit the right of an individual to act on the basis of applicable whistleblowing law (e.g. the Swedish Act on the Protection of Persons Reporting Irregularities) and to report irregularities via RFSU’s whistleblowing channel.



## The six central principles of our Code of Conduct

### 1. Treat everyone with respect and dignity

As a representative of RFSU, you are expected to treat other people in a respectful and equal manner. The adoption of an inclusive and non-discriminatory approach is a fundamental principle for RFSU.

RFSU does not accept any form of bullying, discrimination, harassment, sexual harassment, unwelcome approaches or other types of behaviour that could be perceived as offensive or disagreeable by another person. Under no circumstances should another person be subject to a risk of violence, injury, exploitation or assault in their contact with you as a representative of RFSU. This also applies outside the framework of your assignment, e.g. during your leisure time.

Anyone who interacts with children, adolescents or adults in positions of vulnerability has a particular responsibility to take the precautionary measures necessary to ensure that a safe and secure environment is provided. As a representative of RFSU, you are also obligated to comply with our Policy on Protection of Children.

### 2. Never exploit your position

When you represent RFSU, you are expected to act responsibly and ethically. All forms of corruption and abuse of power are prohibited. In this context, the terms “corruption” and “abuse of power” include bribery, favouritism, embezzlement, extortion, allowing a conflict of interest to affect your judgement or actions, exploitation of a person in a position of dependency, or otherwise using your position for your own gain or benefit. It is not permitted to exploit a person in a position of dependency in order to gain sexual favours or commence a sexual relationship.

### 3. Promote sustainability and responsible use of our resources

RFSU’s financial resources should be used with the aim of optimising the effect of our work and activities. This means that you have a major responsibility to ensure that the association’s funds and other resources are used in an appropriate and effective manner. You are therefore expected to act with moderation and be open to critical review and feedback in relation to all costs for which you are responsible. When conducting our work and activities within RFSU, we aim to contribute to sustainable development and climate-adapted behaviour as an integral aspect of every decision we make.

### 4. Safeguard RFSU’s vision and brand

As a representative of RFSU, your private actions and behaviour could also have an impact on the organisation. You have the right to express your opinions in relation to different issues, but acting in a manner that defames RFSU or otherwise damages our brand and our credibility is not compatible with the responsibilities associated with holding a position in RFSU or performing an assignment on behalf of RFSU. Regardless of whether it is in the course of your assignment, via another organisation or in your spare time, you should not use social media or some other public channel of communication to express yourself or support the statements or opinions of others in a manner that directly opposes RFSU’s vision of a world in which everyone is free to make decisions about their own bodies and sexuality.

## 5. Avoid the use of alcohol or drugs in your assignment

You are expected to be alcohol-free and drug-free when representing RFSU. The consumption of alcohol is only permitted in exceptional circumstances, for example in connection with public entertainment, in which case you are expected to act with moderation at all times with regard to consumption of alcohol. You must not drink alcohol when in a location or a part of the world where alcohol is prohibited or not part of the established norm. With the exception of prescription medication, the use of narcotics is not permitted in any context, neither in Sweden nor when travelling abroad, regardless of the laws of the country in question.

## 6. Prioritise your own and other people's health and safety

Always follow the health and safety procedures applicable to your role/assignment. It is your responsibility to fully understand and comply with the mandatory guidelines applicable to contexts such as travel, the use of digital tools and participation in events. Never put the health, safety or life of another person at risk.

## Failure to comply with this Code of Conduct

RFSU views any violation of this Code of Conduct as a serious offence. Depending on the nature of the violation, you may be subject to disciplinary action such as removal from your assignment, termination of employment or exclusion from membership. A police report is always filed in situations in which there is suspicion of a crime. Assessments regarding termination of employment and/or the filing of a police report are based on applicable Swedish law. If you are an elected official, you are subject to RFSU's guidelines on disciplinary and exclusion matters, which in some respects are more regulatory than the Code of Conduct.

## Contact

If you suspect that someone is guilty of violating this Code of Conduct, it is important that you make contact as soon as possible. In such circumstances, please contact your local chairman, your manager or your contact person at RFSU. You are also always welcome to contact RFSU's contact persons in relation to the Code of Conduct. RFSU's contact persons will also be pleased to answer any general questions you may have or provide support and guidance regarding a specific situation or incident. Anyone who receives information has an obligation to treat the information seriously and to act immediately, investigate the matter and take appropriate action based on the procedures and action plans that exist in the organisation.

If you wish to remain anonymous and are aware of or suspect a serious irregularity, risk or violation, you can also choose to report the matter via RFSU's whistleblowing channel.

## Declaration and signature

I hereby declare that I have received, read and understood RFSU's Code of Conduct and that I undertake to comply with it.