



Future Association For Development and Environment

جمعية المستقبل للتنمية والبيئة

Future Association for Development and  
Environment (FADE)



FADE CODE OF CONDUCT

# Content:

Introduction:.....	3
Scope and Application .....	3
Core Values and Principles .....	4
3.1 Core Values:.....	4
3.2 Ethical Principles: .....	4
Policies Covered in the Code .....	4
4.1 This Code includes the following policies: .....	4
Expected Professional Conduct.....	5
5.1 Toward Beneficiaries and the Community:.....	5
5.2 In the Workplace:.....	5
5.3 Financial Integrity:.....	5
5.4 Social Media and Media Relations: .....	5
6. Protection of Beneficiaries and the Environment .....	5
7. Information Confidentiality.....	5
Reporting Violations .....	6
A Moral and Professional Duty .....	6
8.2 Reporting Channels: .....	6
9. Disciplinary Procedures .....	6

## Introduction:

Future Association for Development and Environment is an independent, private, and non-profit organization committed to full neutrality in both political and religious matters. It operates according to the principles of transparency, neutrality, and non-discrimination. The Code of Conduct aims to clarify the behavioral, ethical, and professional standards that all individuals associated with the organization are required to uphold.

The association bases its work on four core values:

- Responsibility
- Impact
- Initiative
- Inspiration

The association supports the vision of a “Three Zeroes World”: Zero Poverty, Zero Carbon, and Zero Exclusion.

## Scope and Application

This Code applies to all individuals associated with the organization, including:

- Members of the Board of Directors
- Employees (permanent, temporary, full-time or part-time)
- Volunteers and interns
- Consultants and contractors
- Implementing partners and collaborating organizations



Each individual in these categories must:

- Read and understand the Code

- Sign a commitment to abide by it
- Fully comply with its provisions throughout the duration of their association with the organization

## Core Values and Principles

### 3.1 Core Values:

- **Responsibility:** Performing duties with efficiency and integrity
- **Impact:** Achieving effective and sustainable outcomes
- **Initiative:** Demonstrating creativity and overcoming challenges
- **Inspiration:** Instilling ethical values in daily practices

### 3.2 Ethical Principles:

- **Humanity:** Alleviating human suffering and protecting dignity
- **Neutrality:** Providing services without political or religious bias
- **Non-discrimination:** Treating everyone equally without any form of discrimination
- **Independence:** Operating independently from external agendas
- **Integrity and Transparency:** Acting honestly and avoiding conflicts of interest
- **Accountability:** Being responsible to beneficiaries and the community
- **Respect for Law:** Complying with all local and international laws
- **Do No Harm:** Ensuring that our activities cause no harm

## Policies Covered in the Code

### 4.1 This Code includes the following policies:

- Child Protection
- Complaint Handling
- Prevention of Sexual Exploitation, Abuse, and Harassment
- Gender Equality
- Conflict of Interest Prevention
- Data Protection
- Anti-Corruption, Fraud, and Bribery
- Anti-Terrorism and Money Laundering
- Environmental and Social Protection
- Administrative, Financial, Logistical, and Security Manuals
- Code of Conduct of the Red Cross, Red Crescent, and NGOs
- Principles of the Inter-Agency Standing Committee (IASC)



## Expected Professional Conduct

### 5.1 Toward Beneficiaries and the Community:

- Treat all individuals with dignity and respect
- Deliver services based solely on needs, without discrimination
- Respect the cultures and traditions of communities
- Maintain confidentiality of beneficiary information
- Protect vulnerable groups: children, persons with disabilities, and the elderly
- Prevent any form of abuse or exploitation

### 5.2 In the Workplace:

- Respect colleagues and avoid harassment or bullying
- Work as a team
- Adhere to safety and security procedures
- Use resources strictly for work-related purposes
- Maintain a professional appearance
- Prohibit the use or distribution of alcohol and drugs

### 5.3 Financial Integrity:

- Adhere to anti-corruption and anti-fraud policies
- Prohibit bribery or acceptance of gifts over \$30
- Disclose any conflict of interest

### 5.4 Social Media and Media Relations:

- Act responsibly when using social media
- Do not post content that harms the organization or reveals individual privacy
- Communicate with the media only through official channels

## 6. Protection of Beneficiaries and the Environment

- Do not engage in inappropriate relationships with beneficiaries
- Respect environmental justice and minimize environmental impact
- Prioritize the protection of affected communities

## 7. Information Confidentiality

- Do not leak or use information without authorization
- Maintain confidentiality even after ending service



## Reporting Violations

### A Moral and Professional Duty

#### 8.2 Reporting Channels:

- Email: [info@fade-ps.org](mailto:info@fade-ps.org)
- Complaint boxes or through the direct supervisor
- Whistleblowers are protected from retaliation
- False reports are considered a violation of the Code

#### 9. Disciplinary Procedures

- Range from guidance to dismissal, depending on the nature of the violation
- Procedures are applied fairly and transparently

#### 10. Commitment and Signature

Date: 15/6/2025

Location: Gaza – Middle Area

No	Volunter Name	Signature
1	Ali Suleiman Al-Dirawi	
2	Yahia Khaled Al-Dirawi	
3	Rami Othman Abdelkader	
4	Heba Oweida Abu Khousa	
5	Israa Mahmoud Al-Hamami	
6	Nermin Ziad Abu Talib	
7	Ahmed Youssef Abu Zaid	
8	Ahed Talal Abu Shawish	
9	Zaki Ali Siam	
10	Mohammed Khaled Al-Ghaffari	
11	Abdelnasser Khaled Abu Ayada	
12	Oudi Ahmed Abu Dahrouj	
13	Ahmed Abdelaziz Al-Dirawi	
14	Ibrahim Ayman Abu Shihah	
15	Mohammed Moein Hamdan	
16	Mohammed Iyad Hamdan	