



Code of Conduct

STC is a non-governmental organization that is dedicated to improving the lives of children with disabilities from rural areas and from poor families. STC mission is to provide support and care to these children to ensure that they have equal access to opportunities for education healthcare and rehabilitation. The organization works tirelessly to identify and address the unique challenges that these children face, such as lack of access to quality education, healthcare, and other essential services. STC provides a range of services to these children, including rehabilitation therapy, education, and family empowerment.

STC is staffed by a team of dedicated professionals who are passionate about making a difference in the lives of these children. The organization's approach is based on empathy, respect, inclusivity, professionalism, and transparency, ensuring that every child is treated with dignity and respect, this organization is located in the southern province of Rwanda (with capital city known as Kigali), Cyeza sector and we are located near the office of Macyera cell where all main activities are based.

The rules

The list of characteristics we choose to celebrate rather than disparage includes (but is not limited to) gender, gender identity and expression, sexual orientation, disability, age, physical appearance, ethnicity, and religion.

The following behaviors are expected of all organization members in STC.

- Ensure child protection: cares and supports children with disabilities should prioritize the safety and well-being of the children we work with. Our organization have strict policies and procedures in place to prevent abuse, exploitation, and neglect. These policies are brought in notice to Staff and volunteers that may be included while running our activities.
- Promote inclusion and diversity: our organization strongly respect and celebrate the diversity of the children we work with, regardless of their disability, ethnicity, gender, or religion. We ensure that all children receive equal treatment and opportunities, regardless of their background.
- Foster partnerships and collaborations: Our organization foster partnerships and collaborations with other organizations, government agencies, and fund raisers to maximize our impact and improve the lives of the children in STC. We work collaboratively to address systemic issues affecting the children and their families.
- Follow ethical fundraising practices: Our organization follow ethical fundraising practices, including transparency in fundraising activities (campaigns) and accurate reporting of donations received and expenses incurred. We ensure that all funds are used for their intended purpose.

These behaviors are unacceptable within our organization members in STC

- Discrimination: Any form of discrimination against children with disabilities or their families, based on their disability, gender, ethnicity, religion, or any other personal characteristic, is unacceptable in STC.
- Exploitation: Any form of exploitation, such as using children's images or stories for fundraising purposes without their consent or exploiting their vulnerabilities for personal gain, is completely inappropriate and not tolerated in our organization.

- Abuse or neglect: Any form of physical, emotional, or sexual abuse or neglect of children is unacceptable and should not be tolerated in any circumstances. children are protected from all forms of harm.
- Inappropriate communication or relationships: Any inappropriate communication or relationships between staff, volunteers, or partners with the children they serve are unacceptable and can put the children at risk. It is the responsibility of our organization to ensure that clear boundaries are set and enforced to protect the children from harm.

Any behavior that is not in the best interests of the children with disability would be unexpected and inappropriate. Our organization uphold high standards of ethics and professionalism to ensure that the children are protected, respected, and supported in every way possible.

Reporting & Consequence

Our Community Code of Conduct exists to articulate a broad philosophy and to describe a set of behaviors that are acceptable and consistent with STC's values as well as those behaviors that are unacceptable, ugly, and unwanted. If you are being harassed by any cause related to STC please bring in your notice to make sure that no one is being harmed by STC activities or have any other concerns, please contact a member of the STC Team immediately or contact the governmental institutions like Rwanda Investigation Bureau (**RIB**) or Rwanda National **Police** to report the enquiry, any STC members that are found guilty of such activities are not tolerated and must be reported to the government institutions for investigation.

On the other hand, if you see someone who is making an extra effort to ensure our community is welcoming, friendly, and encourages all participants to contribute to the fullest extent, we want to know about that too. Let's all Stand Together for Change.

STAND TOGETHER FOR CHANGE CODE OF CONDUCT

I acknowledge that I have read and understand the contents of the community code of conduct of **STAND TOGETHER FOR CHANGE**.

I agree to work upon the guidelines and procedures outlined in STC, in their entirety, and understand that if I violate the rules set, I may face corrective action up to and including termination of employment. Furthermore, I understand that I may also face legal and criminal action if found to have caused a child to be in need of protection.

Signed by:

NAME.....

SIGNATURE.....

DATE.....

