



BridgIT Water Foundation

Code of Conduct

Background

BridgIT Water Foundation (Herein BWF) provides improved drinking water to rural areas in developing countries.

The BWF mission is to provide suitable, accessible and sustainable water solutions to the poorest and most marginalised people in rural, peri-urban areas and small, remote villages in developing countries.

The BWF vision is to save lives by providing improved drinking water that reduces water-borne diseases in rural areas of developing countries.

The international development sector has identified water, sanitation & hygiene (W.A.S.H) programs as an area with significant potential to improve health, life expectancy, student learning and gender equality. BWF's aid and development objective is to implement programs that provide a safe drinking water supply to address the water scarcity challenges of some of the poorest, most marginalised people in rural areas in developing nations.

Our projects are achieved by delivering **suitable** water solutions that are **accessible** within each rural community and **sustainable** through partner and community focus strategies.

Purpose

The purpose of this document is to provide guidelines, responsibilities and commitment of international conduct standards to any representative, volunteer, member, advocate or employee on behalf of BridgIT Water Foundation while engaging in any development work in Australia and internationally.

Guiding Principles

BWF supports and is committed to abiding by the following principles:

Trust	Form thriving trustful and participatory relationships with grassroots community-based partners.
Empowerment	The communities we serve must have a real need and actively participate and buy into any projects undertaken in their location. The marginalised people in affected communities are empowered with the skills to take care of their water resource.
Accountability	Honest and transparent accountability of funds between our partners and donors.
Impactful	Effective and efficient use of funds to drive every dollar invested further resulting in a high-value return on investment, and projects that make a tangible and quantifiable impact on reducing poverty in our target communities.
Communication	Open, transparent communication between Partners, contractors, stakeholders donors, and volunteers.
Teamwork	Collaborative skills and knowledge sharing between partners, staff, contractors, donors and volunteers working together as a team to deliver our goals.
Quality	Any projects undertaken are completed well and with high quality for the recipient beneficiaries and the donors.
Safety	The security of all team members and partners, is paramount.

BWF supports and is committed to abiding by firm conduct standards that apply to board members, associated implementing agencies and partner community-based organisations, donors and volunteers for the people that we serve.

Principle Codes of Conduct

- It is incumbent on all representatives of, sponsors of, partners of and volunteers of BWF at all times to act in an ethical, professional and diplomatic way in all dealings, transactions and associations with stakeholders and community in general. At all times the activities and behaviour of members of BWF and associated organisations must support and reflect not only our unquestioned commitment to acceptable behaviour and actions, but they must also reflect the expectations of Australia's long-held commitment to transparency, integrity and honesty in all international development programs.
- **We commit to safety at all times.** It is clearly incumbent on and an important responsibility of all individuals to carry out any work or interactions in a safe manner at all times. Strong regard is fostered for the wellbeing of all people involved in all activities as well keeping a keen awareness of cultural sensitivity and how this may affect the ultimate communication and implementation of any safe work or hazard reduction plan.
- **We Respect and Protect Human Rights.** BWF is an international development organisation that respects, protects and promotes human rights for all, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class, or socio-economic status. Discrimination or harassment of any kind is not tolerated, particularly if it is sexually or racially biased.
- **We commit to advancing the safeguarding of children.** BWF serves to protect the safety and best interests of all children accessing our services and programs or involved in campaigns, voluntary support, fundraising, work experience or employment and in particular to reduce any opportunities for abuse or harm to occur.
- **We respect and respond to the needs, rights and inclusion of those who are vulnerable and those who are affected by marginalisation and exclusion.** BWF commits to empowering vulnerable and marginalised people to know their rights and demand equitable access to services.
- **We support people affected by crisis.** When responding to humanitarian emergencies, BWF will apply the principles of humanity, impartiality, independence and neutrality as defined in the Core Humanitarian Standard on Quality and Accountability (CHS).
- **We promote the participation, empowerment and local ownership of primary stakeholders.** Development and humanitarian responses enable sustainable change through the empowerment of and representation of all sections of the community in decision-making processes across social, economic status and other barriers. Making available the same minimum level of services and decision-making space for all creates a level playing field.
- **We promote gender equality and equity.** Equal representation and participation of men and women in community level decision-making and control. Women participate alongside men in articulating concerns, taking responsibility and actively participating in development processes.

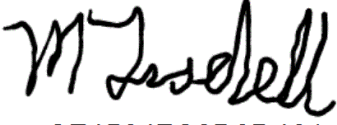
- **We commit to the prevention of sexual exploitation, abuse, and harassment (SEAH).** In Australia BWF works to protect employees and volunteers against any kind of SEAH. In country, BWF builds capacity with its partners and contractors to protect workers, volunteers and beneficiaries from SEAH.
- **We promote the empowerment of people with disabilities.** In everything we do, BWF strives to work for and with people with disability, to promote their human rights and empowerment. BWF is committed to the inclusion of people with disabilities. Both in Australia and overseas we're working with many government bodies and development agencies, to promote the importance of inclusion of people with disabilities and to ensure a political commitment to disability in aid and development activities.
- **We promote environmental stewardship and sustainability.** Development processes have built-in institutional and financial mechanisms for sustainability beyond the life of the project and are based on sound environmental values.
- **We respect and understand those with whom we collaborate.** We have a shared understanding of respective contributions, expectations, responsibilities and accountabilities of all parties and we invest in the effectiveness of our collaborations and partnerships.
- **We are truthful with our communications.** Any written or electronic communication and marketing shall represent BWF, its partners and the communities in which we work diplomatically and professionally at all times.
- **We commit to sourcing our resources ethically.** BWF ensure that funds and resources entrusted to us are properly controlled and managed.
- **We commit to acquiring, managing and reporting on resources ethically and responsibly.** BWF commits to financial accountability. It is incumbent upon all BWF personnel involved in implementing and managing resources that may be aligned with Australia's international aid and development intentions to make all reasonable efforts to ensure that funds and resources entrusted to us are properly controlled and managed. It is incumbent that assistance and resources are not being used to support terrorist activity.
- **We commit to managing and supporting our people fairly and effectively.** Any representative, partner, contractor, stakeholder, volunteer, member, advocate or employee on behalf of BWF is protected, valued and supported. BWF commits to the having the human resource capacity and capability to deliver our work.
- **We have a commitment to resolving constraints and conflict.** The very best way to identify and address constraints, conflicts or obstacles is a participatory discussion with any representative, partner, contractor, stakeholder, volunteer, member, advocate or employee on behalf of BWF. The discussion should be kept open, informative and a reasonable resolution agreed upon to continue to meet the objective.
- **Commitment as an Organisation.** BWF is non-denominational and does not engage in evangelism or missionary activities.


BridgIT Water Foundation does not engage in any international political issues whatsoever.


Refer to BWF Development Framework for our approach with our international program and development activities.


I have read and understood the outlined guidelines and responsibilities of the BWF Code of Conduct. I undertake to carry out these responsibilities as described to the best of my ability.

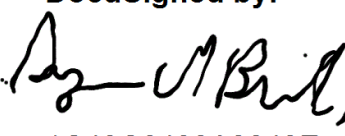
I declare that I do not have any criminal convictions for any child-related offence (abuse, exploitation or neglect).

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Mark Tisdell


X **DocuSigned by:** Date:

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Josephine Wycherley


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Graham Howlett

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Melinda Metcalfe

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Sue Birtles

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 Maria Phillips Date:

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 Maree Tisdell Date:

On behalf of BridgIT Water Foundation:



Wendy Tisdell
Founding Director

Drafted by:	Wendy Tisdell	Approved by Board on:	11/8/2017
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