



CODE OF ETHICS & CONDUCT FOR THE UNIVERSITY FOR PEACE

PREAMBLE

Considering the status of the University for Peace (UPEACE) as an institution created by the United Nations General Assembly, with the mission to *"provide humanity with an international institution of higher education for peace and with the aim of promoting among all human beings the spirit of understanding, tolerance and peaceful coexistence, to stimulate cooperation among peoples and to help lessen obstacles and threats to world peace and progress, in keeping with the noble aspirations proclaimed in the Charter of the United Nations"*;

Reaffirming the purposes, values and principles of the United Nations as enshrined in its Charter, and the importance for the United Nations to secure the highest standards of efficiency, competence and integrity;

Reaffirming the purposes, values and principles of UPEACE as enshrined in the International Agreement Establishing the University for Peace and its accompanying Charter, and the importance for UPEACE to secure the highest standards of efficiency, competence and integrity;

Recognizing that it is imperative for all institutions within the United Nations System to cultivate and nurture a culture of ethics, integrity and accountability and thereby enhance the trust in, and the credibility of the United Nations System as a whole;

The present Code of Ethics and Conduct sets out the values and principles to guide the conduct and behaviour of the Staff of UPEACE.

VALUES

Independence

UPEACE Staff shall maintain their independence and shall not seek or receive instructions from any government or from any other person or entity external to UPEACE with respect to the performance of their official duties. They shall refrain from any action which might reflect negatively on their position as UPEACE Staff, and shall be responsible only to UPEACE.

Loyalty

Loyalty to the purposes, values and principles of the United Nations and the UPEACE Charter is a fundamental obligation of all UPEACE Staff. They shall be loyal to the United Nations and UPEACE and shall, at all times, discharge their functions and regulate their conduct with the interests of the United Nations System and UPEACE only in view.



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Impartiality

UPEACE Staff, in the performance of their official duties, shall always act with impartiality, objectivity and professionalism. They shall ensure that expression of personal views and convictions does not compromise or appear to compromise the performance of their official duties or the interests of the United Nations or UPEACE. They shall not act in a way that unjustifiably could lead to actual or perceived preferential treatment for, or against particular individuals, groups or interests.

Integrity

UPEACE Staff shall maintain the highest standards of integrity, including honesty, truthfulness, fairness, and incorruptibility, in all matters affecting their official duties and the interests of the United Nations and UPEACE.

Accountability

UPEACE Staff shall be accountable for the proper discharge of their functions, and for their decisions and actions. In fulfilling their official duties and responsibilities, UPEACE Staff shall make decisions in the interests of the United Nations and UPEACE. They shall submit themselves to scrutiny as required by their position.

Respect for Human Rights

UPEACE Staff shall fully respect the human rights, dignity and worth of all persons and shall act with understanding, tolerance, sensitivity and respect for diversity and without discrimination of any kind.

PRINCIPLES

Conflict of Interest

UPEACE Staff shall arrange their private interests in a manner that will prevent actual, potential or apparent conflicts of interest from arising, but if such conflict does arise between their private interest and their official duties and responsibilities, the conflict shall be disclosed and resolved in favour of the interests of the United Nations and UPEACE.

Abuse of Authority

UPEACE Staff shall not use the authority entrusted to them, in particular by taking advantage of colleagues, beneficiaries or other individuals or groups, for financial, political, sexual or other gain.

UPEACE Resources

UPEACE Staff shall only use or allow the use of UPEACE resources, directly or indirectly, including its property, for authorized purposes.

Confidentiality of Information

UPEACE Staff shall not use information that is not generally available to the public, for private gain, financial or otherwise, to benefit themselves, or others with whom they have personal, family or other



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ties, nor shall they disclose such information to the public without authorization. This duty continues to apply after the expiration of their service with UPEACE.

ADMINISTRATION OF THE CODE

The present Code of Ethics will be applicable to all UPEACE Staff. For the purposes of this Code, UPEACE Staff includes permanent local and international Staff, as well as volunteers, and local and international consultants.

The values and principles contained in the present Code of Ethics and Conduct shall be reflected in the applicable standards of conduct provided for in the Staff Manual, including the obligation to report any breach of the Organization's regulations and rules to the officials whose responsibility it is to take appropriate action.

The present Code of Ethics and Conduct shall enter into effect on **6 November 2017**.