

# Transparency Serbia

## Code of Ethics

### Our Vision

Serbia and world in which government, politics, business, civil society, and the daily lives of people are free of corruption.

### Mission Statement

Corruption is one of the greatest problems of contemporary world. Controlling it is only possible with participation of the public institutions, civil society, and the private sector. We see the damage corruption inflicts to Serbia and to the world. We recognize that damage in the erosion of moral, in undermining of economy and in corroding of democratic processes.

We joined to fight for increasing of transparency and accountability of state organs and for creating other preconditions for prevention of abuses of public authorization in private purposes in Serbia and in whole world.

We see that in that fight, as members of the organization of civil society can be successful only if our association acts as non governmental, non-partisan and non profitable organization, regardless of attitudes which each one of us as individual have.

We consider as our duty to:

1. stimulate reforms of institution and system in direction of increasing transparency
2. submit propositions to authorities of our country, international organizations, institutions and professional associations to promote fight against corruption;
3. educate public about dangers and expenses which corruption has on society
4. monitor authority organs' work and notify public on efficiency of existing mechanisms for curbing corruption
5. cooperate with organizations from country and abroad which have similar goals
6. support initiatives of institutions, other organizations and individuals which contribute to curbing corruption
7. cooperate with state organs, organs of territorial autonomies and municipalities, with individuals, institutions, professional associations which contribute to achieving of association's goals

8. organize trainings, workshops, public meetings and public addressing with the goal of education of public, as well as informing on association work
9. publish reports on conducted researches and remarks
10. publish reports on our activities
11. rationalize complete national anticorruption strategy and participate in making of appropriate legislation regulations
12. monitor implementation of adopted anticorruption acts and measurements
13. assist to institutions and individuals which are faced with problem of corruption or difficulties in implementation of anticorruption regulations
14. monitor foreign experiences and anticorruption policy in other countries in transition

As part of global movement for fight against corruption, and part of network of national chapters of the organization Transparency International we understand that that fight can be successful only if it leads towards creating of association of those who fight corruption in certain states and in whole world.

## Our values

- Transparency,
- Accountability,
- Integrity,
- Solidarity,
- Courage,
- Justice and
- Democracy.

## Our guiding principles

As members of Association Transparency – Serbia we are committed to respecting following principles:

- 1) We wish to undertake to work co-operatively with all individuals and groups, with for profit and not for profit corporations and organizations, and with governments and international bodies committed to the fight against corruption, subject only to the policies and priorities set by our governing bodies.
- 2) We are always open, honest and accountable in relation to those with whom we cooperate and with all others
- 3) We undertake to be politically non-partisan and non-sectarian in our work.

- 4) We will condemn any form of corruption vigorously and courageously wherever it has been reliably identified, and point out to system problem which allowed such act of corruption or non revealing of such act earlier
- 5) We do not perform investigation and exposing of individual cases of corruption but we point out to phenomena of violation of anticorruption regulations
- 6) We strive to take positions, which are based on sound, objective and professional analysis and high standards of research.
- 7) We will only accept funding that does not compromise our ability to address issues freely, thoroughly, and objectively.
- 8) We commit to providing accurate and timely reports of our activities to our stakeholders.
- 9) We undertake to respect and encourage respect for fundamental rights and freedoms.
- 10) In our recruitment policies, we will take care of expertise and capability and strive for balanced and diverse representation with respect to gender and region, as the diversity of the movement we serve requires.

## Conflict of Interest

In our work, conflict may arise between our personal interests and the interests of TS, other National Chapters, TI-S or other stakeholders. We will disclose such conflict and resolve it in a transparent manner, in the interest of Transparency International and the international movement.

### *Non-preferential Treatment of Family and Friends*

We are committed to fair, objective, and impartial recruitment, hiring, and procurement procedures. In particular:

- Family members, and friends and organizations with which we or our families or friends are associated, will not be accorded preferential treatment
- We will not hire or contract with members of our immediate family, that is a spouse, parent, child, or sibling, or with the immediate family of members of the Board or Advisory Council, before authorization by the Chairman of the Board of Directors. Hiring of or contracting with persons related to the Chairman will be approved by the Managing Board of Association.
- Appointments to all positions will be made on merit and only after due consideration of all applications received following internal and external announcements.

### *Gifts*

As the acceptance of a gift may appear to create an obligation, we will avoid giving or accepting gifts, favors and gratuities in connection with official duties as required by the following policies:

- We will not accept gift of any kind that may influence the exercise of our function, or the performance of our duties or our judgment.

- Registration Process: Each received gift related to performing tasks in Association will be reported to the supervising officer and recorded in a register that is available to all TS staff.

#### *Travel and association's property*

- Official travel undertaken by us will be directly related to the work of the TS, and will be undertaken only when necessary. Only economical and bona fide travel expenses will be reimbursed. Only economy airfare will be paid, unless otherwise decided by the Managing Board in accordance with guidelines set by the Board.
- We will ensure that TI resources will be used effectively. Assets under our control will be used for no purpose other than for the advancement of TS's objectives.
- When private travel is added onto TI related travel, we will notify our Managing Board of the Association before the trip and will meet any extra costs that this may entail.

#### *Private Activities and Private Property*

- We will not engage in any activity or transactions or acquire any position or function, whether paid or unpaid, that is incompatible with or detracts from the proper performance of our duties, and that may bring TI as a whole into disrepute.
- We will so arrange our private affairs as not to engage in any activity that might impair the credibility of TS
- We will not use TS business relationships to solicit or obtain favors or improper benefits in private life.
- We will express our political affiliations and/or activities in a manner which will not influence or interfere with our work in Association that is the hallmark of the TI movement.

#### *Remuneration*

Where we receive any remuneration for public speaking, writing for a publication or a media appearance, and TI organizational information is involved or the appearance is a result of the individual's employment or association with TS, then the remuneration will be paid directly to TS. However, the Managing Board may decide to forward such honorarium, partly or entirely, to the respective staff member.

If such procedure is not possible for the reasons which interfere in business of one who gives remuneration, we will inform Managing Board of the Association on that and keep remuneration only with authorization of Managing Board of the Association.

## Post-Employment

We will not allow our actions and decisions in the course of our work in the Association to be improperly influenced by the prospect of future employment with others.

## Confidentiality and Transparency

- We will treat information obtained in TS with confidentiality, when its nature calls for it or when this is explicitly requested, and will not use any such information or materials to further a private interest. This obligation continues after the staff's separation from TS.
- We will be as open as possible about all decisions and actions we take, taking into account the above-mentioned needs for confidentiality.

## Financial Transparency

- We will provide and publish audited financial statements in easily accessible form. Financial reports will be provided and published as appropriate.
- We will publish annually our sources of funding exceeding € 1,000 and account accurately and promptly to donors in accordance with the terms of their grants.

## Financial Independence

We will act in line with the Board policy of not accepting funds that might impair the independence of the organization to pursue its mission. To this end, TS will:

- 1) Accept resources only from donors who share our anti-corruption objectives.
- 2) Seek for donors in public and private sector, as well as among foundations.
- 3) seek a multitude of donors in any aforementioned category;
- 4) not accept resources granted under condition or structured such that TS refrains from independent action:
  - pursues activities inconsistent with its mission, or
  - refrains from pursuing activities consistent with its mission