



# Overview of IFAD's Ethics Office

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# Overview of the Ethics Office (ETH)

*Enabling Staff to make ethical decisions*

## Mission

ETH is a stand-alone independent unit that reports administratively to the Vice-President. ETH is connected to IFAD's core business and promotes **IFAD's Core Values** with a view to build an ethical culture that advances the overall objectives of the organization.



**Focus on results**



**Professionalism**



**Integrity**



**Respect**

## Training

- ETH is responsible for IFAD's comprehensive online mandatory trainings on:
  - the IFAD Code of Conduct;
  - the anti-harassment programme including a specific module on Sexual Harassment in the workplace; and
  - preventing and responding to sexual exploitation and abuse (SEA) training programmes.
- ETH also provides training and educational materials on diversity and inclusiveness in the workplace



## Confidential Advice

- ETH plays an active role in conflict prevention and advises managers and staff on actions that may constitute a violation of IFAD's Code of Conduct and Core Values by providing confidential guidance on ethical issues.
- ETH is responsible for receiving and reviewing allegations of misconduct, including harassment, and for coordinating closely with AUO when an investigation by AUO is warranted.
- ETH also manages the whistleblowing protection against retaliation programme.



## Compliance

- ETH helps ensure that an ethical culture is deeply embedded in the organization, its operations, and processes.
- ETH manages the corporate conflicts of interest programme including the annual Code of Conduct certification by staff and the annual Financial Disclosure Programme.
- ETH is responsible for monitoring compliance in relation to its training programmes and their effectiveness.
- ETH contributes to the assessment of corporate risk in relation to conduct and non-compliance with IFAD's Code of Conduct and Core Values.



## Corporate Contributions

- ETH provides guidance to ensure that IFAD's rules, procedures and processes promote ethical standards.
- ETH co-leads with COM a Task Force to combat Hate Speech and racism
- ETH regularly engages with key counterparts to stay abreast of trends and developments within the ethics arena.
- ETH leads IFAD's corporate efforts to prevent and respond to Sexual Harassment and Sexual Exploitation and Abuse (SH/SEA).



# SH/SEA

- In April 2018, IFAD issued its SH/SEA policy which defines obligations and responsibilities of all staff/non-staff, third parties, recipients of IFAD funding
  - Amendment to the General Conditions for Agricultural Development Financing and Project Procurement Guidelines were approved by the EB
  - Regular updates provided to the EB on the SH/SEA action plan
  - IFAD participates in the UN SEA tracker and also reports promptly SH/SEA credible allegations to its Member States through the IFAD Member States Interactive Platform
  - IFAD joined the UN clear check screening database.
  - ETH participates in the UN PSEA networks and IFIs networks
- SH/SEA training is also provided by ETH to project staff and implementing partners
  - In 2019, ETH launched the SEA focal point programme in various duty stations (20 staff) and is currently expanding the programme to all ICOs
  - Pursuant to the IFAD SH/SEA policy, IFAD managers and supervisors also have the responsibility to create and maintain a work environment that helps prevent and respond to SH/SEA
  - IFAD has whistleblowing procedures to protect against retaliation.
  - ETH has dedicated confidential reporting channels for misconduct allegations, including allegations of SH/SEA

# Ethics Office contacts



Call the **Ethics Office** at  
our confidential Helpline:  
**+39 06 5459 2416**



Send an email to  
our confidential address:  
**ethicsoffice@ifad.org**



Call our Helpline at:  
**+39 06 5459 2525**



Call or send a message  
via WhatsApp:  
**+39 338 738 0924**



Through our website:  
**ifad.org/en/ethics**

***Reporting is confidential and can also be done anonymously.***

IFAD has **Whistleblower Protection procedures** are available on the  
Ethics Office intranet page <https://intranet.ifad.org/eth> and  
the IFAD website <https://www.ifad.org/en/ethics>





# Thank You