



# IFAD Ethics Office

**Olivia N. Graham**

Director, Ethics Office

21 April 2015

# Ethics Office - Overview

- Integrates into the decision-making processes at all levels of the organization:
  - ✓ Ethics and values initiatives
  - ✓ Compliance activities
  - ✓ Organization conduct practices
- Champions and oversees the ethics and compliance functions by managing the ethics and anti-harassment programmes

# Core Values & Code of Conduct

- Core Values
  - ✓ Focus on results
  - ✓ Integrity
  - ✓ Professionalism
  - ✓ Respect
- Code of Conduct
  - ✓ Sets out a common standard
  - ✓ Helps guide day-to-day interactions and decision-making
  - ✓ Preventative tool against misconduct and ethical lapses
  - ✓ Minimizes reputational risk for IFAD
  - ✓ Ensures IFAD remains an employer of choice and a strategic partner of choice

# Programme Components

- Confidential Advice and Counselling
  - ✓ Core Values
  - ✓ Code of Conduct
- Advocacy and Outreach: Education and Training
- Financial Disclosure and Conflicts of Interest Programme
- Anti-Harassment and Misconduct Programme
  - ✓ Review allegations of misconduct (excluding fraud and corruption)
  - ✓ Protection from retaliation – *Whistleblower* Protection





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Investing in rural people