



**SUPPORT
IFAD'S
REPLENISHMENT.
SUPPORT
RURAL PEOPLE.**

Overview of IFAD's Ethics Office

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Overview of the Ethics Office (ETH)

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

Main Areas of Focus

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 programme.

Compliance

- ETH helps ensure that an ethical culture is deeply embedded in the organization, its operations, and processes.
- ETH contributes to the assessment of corporate risk in relation to conduct and non-compliance with IFAD's Code of Conduct and Core Values.
- 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.

Main Areas of Focus

Training

- ETH is responsible for IFAD's comprehensive ethics, anti-harassment, and preventing and responding to sexual exploitation and abuse (SEA) mandatory training programmes.
- The following online training courses are mandatory for all IFAD Personnel and are accessible through IFAD's Learning Management System:
 - Code of Conduct,
 - Anti-harassment Awareness,
 - Preventing and responding to sexual harassment, sexual exploitation and abuse.

Corporate Contributions

- ETH provides guidance to ensure that IFAD's rules, procedures and processes promote ethical standards.
- ETH leads IFAD's corporate efforts to prevent and respond to Sexual Harassment and Sexual Exploitation and Abuse (SEA).
- ETH participates in the corporate Enterprise Risk Management Committee.
- ETH regularly engages with key counterparts to stay abreast of trends and developments within the ethics arena.

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
 - SH/SEA credible allegations are reported to the EB, through the UN S-G SEA tracker and soon on a prompt basis 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
- Mandatory SH/SEA online training and ETH also conducts “classroom” trainings with project staff and implementing partners
 - In 2019, ETH launched the SEA focal point programme in various duty stations (20 staff)
 - 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.
 - The dedicated confidential reporting channels for misconduct allegations, including allegations of SH/SEA

Ethics Office contacts



Ethics confidential Helpline

Confidential Email: **ethicsoffice@ifad.org**

Confidential Phone: +39 06 5459 2525

<https://www.ifad.org/en/ethics>



Via Mail

Ethics Office (ETH)

Via Paolo di Dono 44

00142 Rome, Italy

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>