



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.



Thank you



Ethics Helpline

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