

PHAKAMA EASTERN CAPE

Code of Conduct



Phakama Eastern Cape – Code of Conduct

Chapter 1: Purpose

This Code of Conduct provides guiding principles for all leaders, members, and volunteers of Phakama Eastern Cape. It ensures that our work remains grounded in our values and that every action taken advances the mission to rescue and revive the Eastern Cape.

Chapter 2: Our Core Values in Practice

1. Community First

- Always prioritise the needs and aspirations of the community above personal or political interests.
- Ensure programmes and decisions respond to real needs identified by the people.

2. Accountability & Transparency

- Be honest, open, and ethical in all dealings.
- Use resources entrusted to us responsibly, and ensure financial records and reports are accessible to members and the public.

3. Participation & Inclusion

- Create spaces where every voice can be heard, especially those of women, youth, and marginalised groups.
- Avoid discrimination and actively celebrate diversity.

4. Dignity & Respect

- Treat all people fairly, compassionately, and with respect, regardless of background, status, or identity.
- Avoid abusive, demeaning, or divisive language or behaviour.

5. Justice & Equality

- Stand firmly against corruption, exploitation, and abuse of power.
- Work to ensure fair and equal access to opportunities, services, and resources for all communities.

6. Collaboration & Solidarity

- Promote teamwork within Phakama Eastern Cape and with community partners, civil society, and government.
- Share credit for successes and build unity rather than competition.

7. Action & Impact

- Focus on real results that improve people's lives, not empty promises.
- Monitor and evaluate projects to ensure tangible change is achieved.

Chapter 3. Expected Conduct

1. Leadership & Governance
 - Act in the best interest of Phakama Eastern Cape at all times.
 - Abide by the organisation's constitution, policies, and resolutions.
 - Uphold democratic and participatory decision-making.
2. Financial Responsibility
 - Use funds and resources responsibly and only for organisational purposes.
 - Avoid waste, fraud, or misuse of organisational assets.
 - Support transparent reporting and audits.
3. Conflict of Interest
 - Declare any personal, business, or political interests that may conflict with organisational duties.
 - Refrain from participating in decisions where such a conflict exists.
4. Behaviour & Ethics
 - Show respect to fellow members, community stakeholders, and partners.
 - Avoid discrimination, harassment, or intimidation of any kind.
 - Promote inclusivity, fairness, and gender equality.
 - Protect the dignity and reputation of the organisation.
5. Confidentiality
 - Respect and protect confidential information entrusted to the organisation.
 - Avoid disclosing sensitive information without proper authorisation.

Chapter 4: Prohibited Conduct

- Corruption, fraud, or mismanagement of funds.
- Using Phakama Eastern Cape for personal or political gain.
- Engaging in violence, intimidation, or abusive behaviour.
- Actions that undermine the unity, dignity, or credibility of the organisation.

Chapter 5: Accountability & Discipline

- Breaches of this Code will be investigated by the leadership/ethics committee.
 - Disciplinary measures may include warnings, suspension, or removal from office/membership.
 - Serious breaches (e.g. fraud, corruption, violence, abuse) will be referred to the authorities.
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Chapter 6: Declaration

All leaders, members, and volunteers of Phakama Eastern Cape must sign this Code of Conduct as a condition of participation in the organisation.

Full Name: _____

Position/Role: _____

Signature: _____

Date: ____ / ____ / 20____