

Values and Conduct Charter

Global Green Grants Fund



GLOBAL GREENGRANTS FUND
Where change takes root



Section 1: Overview

Established in 1993, Global Greengrants Fund (GGF) mobilizes resources for communities worldwide to protect our shared planet and work towards creating a more equitable world. GGF is committed to advancing environmental and social justice, and does this through its global network of activists and donors that support communities to protect their ways of life and our planet. Key to affirming these human rights, is ensuring that each individual in this ecosystem feels safe and secure. We recognize that power structures, advantages, and barriers exist for people, and that we all do not start from the same place. To center the voices of those who belong to traditionally excluded groups, and practice these values across all processes, programs and partnerships, GGF relies on the voices, expertise and first-hand knowledge of communities (referred in this policy as ‘grantees’ and ‘partners’). These connections are catalyzed by a trusted network of experts (referred to as ‘advisors’) that work with GGF, and are the main liaison points for the grantees, partners, staff and coordinators.

GGF is committed to establishing safe spaces that recognize, educate and build the internal skills and capacities of stakeholders to ensure a safe culture and working environment for all those who are a part of this work. GGF is thus committed to **developing and strengthening an enabling environment, and a culture of communication, trust and empathy, where the health, safety and the dignity of all persons** associated with GGF, directly or indirectly, is given primacy. It is to achieve this purpose that GGF is introducing a Values and Conduct Charter that aims to enable individuals engaged with GGF to uphold and safeguard the dignity, freedom and liberty of all people.



It is intended that:

- This policy and subsequent procedures outlined within it, and those that develop relating to the same, will be widely promoted and are mandatory for all members of the GGF network, including staff, board of director members, coordinators, administrators, grant-making advisors, grantees, independent funds, and global partners.

In all instances:

- I. All individuals working with GGF, or representing it in any capacity, regardless of the nature of their contract, duration of employment (internship or volunteer tenure), or position in the network/organization.
- II. All external professionals, consultants, partner organizations, guests, interns, volunteers, donors with donor-advised or pooled funds, visitors working with the network and/or those who have received funding from GGF.
- III. Teams conducting site visits, donors, or individuals representing GGF interacting with grantee partners, through any activities directly or indirectly related to those belonging to any grantee partners.
- IV. As part of GGF’s fiduciary commitments, this policy applies to grantees, in as much as they are required to not use GGF funds in any way that violates GGF’s Values and Conduct Charter. If found or reported to be in violation of the same, GGF may initiate an internal assessment/report and take action based on the findings. GGF is not responsible for the individual actions of grantee partners, and is committed to reducing the impact of/preventing harm.



- V. While GGF does not directly work with children, this policy recognizes and includes them in circumstances where any form of interaction/engagement may occur. In the case of children, their rights within this policy and how it applies to them must be explained at the outset of any engagement, with permission sought from their legal guardians and informed consent provided by persons directly, that the same has been understood and will be adhered to. In the case of working with individuals in contexts where they cannot provide consent of their own volition, the permission of legal guardians must be sought prior to the same.

GGF recognizes and respects the diverse contexts and ways in which grantees engage in activism, organizing and mobilizing communities to advance social and environmental justice. As part of protecting and advancing the same, it is committed to:

- A consistent network-wide, zero tolerance approach to any forms of stigma, discrimination and violence.
- Providing a fair and equitable working environment to all its employees, in particular, ensuring prohibition of abuse of fiduciary relationships.
- Preventing, deterring and detecting fraud, bribery and any form of corruption and illegal practices in the conduct of its work.
- In the event of any safeguarding concerns, this policy provides measures to ensure that appropriate and effective action is taken, including guidelines for reporting and investigation.

To ensure the effective implementation of this policy, GGF has appointed a Safeguarding Committee, with the following roles and contact information provided below.

- Designated Focal Point responsible for the overall implementation of the charter
- Staff appointed/selected representative
- GGF's Director of People and Culture
- A representative from the Advisory Network
- One External Expert Representative in social and environmental justice

All complaints are to be submitted to People and Culture, at this email id: feedback@greengrants.org

Section 2: Values and Conduct Charter

The Values and Conduct Charter underscores these guiding principles, requiring all individuals to commit to standards of behavior that:

- Promote a culture of welfare, well-being and create conditions that encourage and allow all individuals to thrive. Such a culture promotes empathy, sensitivity, acceptance and is free from discrimination, bullying, abuse and violence. This highlights ensuring an individual's own actions protect others from harm, and reinforce their own and others' rights to safety and wellbeing.
- Enable an equitable approach by recognizing, providing and supporting individuals who face conditions of discrimination and inequality, with resources (information and services) to empower their knowledge and capacities. This prioritizes practices that hold space for dissent, ensure the contribution of diverse voices, particularly those who are vulnerable and marginalized in different contexts, and being committed to shifting and challenging power, and knowledge production.
- Co-create and provide an environment at work that is safe, secure and non-judgmental. This should cover/meet all standards of protection in the financial, physical, mental and emotional contexts described in this policy.



- Recognize that power exists and operates at various levels of organizational hierarchy, both internally within and across teams, in management and leadership structures, among volunteers, partners and grantees. Further recognizing that GGF, headquartered in the USA and UK, operates in a philanthropic landscape where funding sources have historically derived from two centuries of capitalism, racial injustice including slavery, and patriarchy. At the same time, philanthropy itself can reinforce structural and systemic inequality and injustice through existing funding practices, creating an active need to challenge and change the same, as a collective network/community.
- Commit to consistently listening, learning from and challenging how power and inequity exist and operate between funders, grantees and the communities they serve, and improve institutional practices[1]. Listen to and value the voices of all individuals, in particular, those experiencing vulnerabilities.
- Recognize the right of every individual to agency, respect, equality and safety at the workplace and in the GGF network, irrespective of their identities. Forms of abuse can vary and harassment, stigma, discrimination and violence in any manner is a violation of an individual's most fundamental human rights[2].
- Recognize the full agency of every individual to take decisions over their bodies and lives. Each individual is best placed to look after their own wellbeing and to judge their safety.
- Actively commit to creating safe spaces, stopping and restricting inappropriate, offensive or abusive language, suggestions and/or behavior and supporting individuals to seek redressal.

- Ensure the principles of informed consent are understood and practiced at all levels of decision making and implementation. This requires agreement (to be explicitly verbal or in writing), freely given to an action based on knowledge and an understanding of what is involved and are possible/likely consequences).
- Believe that responses, mediations and resolutions in cases where this code is violated be rooted in a **Restorative and Healing Justice**.
 - I. Restorative Justice seeks to analyze and challenge deep rooted structures to bring social transformation that actively seeks to prevent harm.
 - II. Healing Justice recognizes the generational contexts in which oppression operates, and subsequently, its consequences on ourselves physically, spiritually, emotionally.
 - III. This implies building a holistic understanding of both trauma as well as healing, as a pathway to ensuring justice and accountability, by suggesting collective practices.
 - IV. It provides an opportunity, where there is willingness, for reparation rather than punishment (ways of which are described in the Redressal Mechanisms Section of this policy).
 - V. It centers putting the power of healing in the hands of the individual, recognizing and embracing the diverse socio-cultural, political and historic contexts in which healing is practiced and understood.

For the full Values and Conduct Charter, that articulates grievance redressal and accountability mechanisms, please write to: feedback@greengrants.org



Section 3: Acknowledgement and Affirmation

I hereby declare I have thoroughly reviewed the Values and Conduct Charter and understood the contents of the same. I commit to actively upholding and abiding by the principles outlined in this policy, required to uphold and safeguard the rights of individuals and organizations comprising GGF's network.

(Signature)

Name of Person:

Date:

Designation:

Location:

[1] Global Fund for Children, Funder Safeguarding Collaborative.

[2] This policy recognizes that in different contexts, intersectional identities are likely more vulnerable to inequalities and at increased risk of harm. Additionally, behavior is considered discriminatory if the person who is the recipient of the same, has reason to believe that reporting/protesting against the harassment will have an adverse effect on their morale, mental health, working conditions, work performance and/or career prospects.