

The Association For Research On Civil Society In Africa: Code of Conduct For Members

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Principles

Members of the Association for Research on Civil Society in Africa (AROCSA) agree to:

- a. Conduct themselves according to AROCSA's values of Integrity, Excellence (in Scholarship and Practice), Diversity, and Inclusiveness.
- b. Maintain and encourage the highest levels of professionalism in their interactions with the AROCSA membership community.
- c. Maintain and encourage the highest levels of professionalism in their interactions with the AROCSA team.
- d. Uphold the reputation of, and do nothing to bring into disrepute, AROCSA or its members.
- e. Respect and abide by this Code of Conduct and ensure that others who are accountable to them (e.g. members of staff) do the same.

Putting the principles into practice

Examples of being a good AROCSA member include:

a. Integrity

- Ensuring that work conducted by members with or without the input of AROCSA and its members is conducted with accountability, transparency, and professionalism.
- Ensuring that work conducted by members with or without the input of AROCSA and its members is ethical and honest.
- Safeguarding the confidences of the AROCSA membership community and not utilising confidential information for self-improvement or to the disadvantage or prejudice of others.
- Supporting AROCSA's cause by bringing to our attention any activity conducted by AROCSA's members that is in contradiction to this Code of Conduct.

b. Excellence (in Scholarship and Practice)

- Ensuring that work conducted by members with or without the input of AROCSA and its members is thorough and of the highest quality.
- Aspiring to being globally competitive in research and practice.

- Where appropriate, collaborating with AROCSA's membership community to ensure the creation of work at the highest of standards.

c. Diversity and Inclusiveness

- Ensuring that all members acknowledge, embrace, and accommodate diversity in research and practice.
- Ensuring that all members consistently and intentionally include people and ideas from multiple demographics in research and practice.
- Ensuring that there is no conscious effort to discriminate against members of a demographic.
- Maintaining and sustaining democratic principles in research and practice.

d. Transparency and Avoiding Conflicts of Interest

- Disclosing to employers, clients, or potential clients any financial interest in a supplier being recommended or engaged.
- Declaring conflicts of interest (or circumstances which may give rise to them) in writing to clients, potential clients and employers as soon as they arise.
- Ensuring that any services provided are costed, delivered and accounted for in a manner that conforms to accepted business practice and ethics.

Interpreting the Code of Conduct

In the interpretation of this Code, the Laws of the Land shall apply. With that proviso, the Code will be implemented according to the decision at the time of the Professional Practices Committee.

Maintaining professional standards

AROCSA Members are encouraged to:

- a. Raise and maintain their own professional standards by, for example:
 - Identifying and closing skills gaps through AROCSA's programs.
 - Identifying and closing skills gaps through the collection of non-profit resources on our website.
 - Participating in AROCSA's work through our programs, mentorship, volunteering, special interest groups, events, and other offerings.
 - Contributing to and striving to improve the civil society sector in Africa.
 - Contributing your knowledge to the AROCSA membership community by sharing information with members.

- b. Raise the professional standards of other civil society researchers and practitioners by, for example:
- Capacitating the sector through voluntary participation in work experience programs, training programs, mentorships, and more.
 - Encouraging stakeholders and interested parties to join and support AROCSA.
- c. Spread awareness of AROCSA's work and role in the sector by, for example:
- Displaying the AROCSA membership badge on online profiles and platforms.
 - Following us on social media and sharing our updates with your network.