

Code of conduct YWCA-YMCA of Sweden

This Code of Conduct describes YWCA-YMCA of Sweden's expectations on the board, employees and volunteers when they represent the organization. It is based on YWCA-YMCA Sweden's idea and values.

YWCA-YMCA OF SWEDEN'S VALUES

We offer safe spaces where young people can develop to their full potential. We assume a holistic view of humankind and meet the needs of young people. Within the YWCA-YMCA we look to the whole human. We believe that the individual has the need to develop physically, spiritually and spiritual to become whole as a person.

- The body stands for a person's need for a healthy body. With a healthy lifestyle, free from drugs, the conditions for a good life increase. YWCA-YMCA activities should contribute to drug-free environments where physical activities are encouraged.

- The soul symbolizes a person's need to broaden and expand his or her knowledge and skills, strengthen self-confidence and the willingness to use their abilities to achieve their goals.

YWCA-YMCA activities should encourage and stimulate the search for knowledge, for own initiative and to take responsibility.

- The spiritual stands for a person's need to deal with existential issues. YWCA-YMCA shall, through its activities, provide environments and design activities, where the individual is invited to and feels safe to explore existential issues such as faith, morality and ethics.

This trinity is symbolized by the red triangle which is also the symbol of our movement. To show in action the forgiveness and human love is the foundation of the YWCA-YMCA. Forgiveness, to always offer another chance, and the love message, to love your neighbor as yourself, permeates our own agendas and makes everyone meet with respect, empathy and opportunity for reconciliation with him- or herself and others. Christianity describes a way of meeting people in action, without judge or condemn. This means that all people are welcome in our movement regardless of who one is or what background one has. Everyone should be seen and respected. For the YWCA-YMCA, Christianity means that we in our movement want to give room for young people to talk about their life situation and existential issues. We see Christianity as a basis for dialogue and cooperation with people with other life views.

Everyone who represents the YWCA- YMCA of Sweden should know our values and it permeate ours action.

DISCRIMINATION

The principle of equal value of all people is fundamental to the YWCA-YMCA of Sweden. We strive for the principle of the equal value of all people to have a greater impact in practice in our society and in the rest of the world. YWCA-YMCA is working for international solidarity and justice. We want change unequal structures and protect vulnerable groups both in our country and in others countries. This is demonstrated by clear statements made by us as an organization and by individuals members.

As a represent of YWCA-YMCA you should not discriminate against any individual or group, regardless of gender, age, ethnicity origin, religion, sexual orientation, transgender identity or expression, political outlook or disability.

ALCOHOL

YWCA-YMCA activities shall contribute to drug-free environments where physical activities are encouraged.

YWCA-YMCA Sweden should not facilitate consumption of alcohol. We neither provide nor pay for alcoholic beverages. When arranging events in the YWCA-YMCA of Sweden, where young people are involved attending, alcohol should not occur. We want everyone to take personal responsibility and think about being good role models when representing KFUK-KFUM Sweden.

ENVIRONMENT

In a movement like the YWCA-YMCA, which has a holistic view of humankind, expressed by the concepts: body, mind and spirit, of course, the work for a better environment is of importance. This is because a good environment benefits everyone and shares in a personal development. This is expressed not least in our goal, among other things through our willingness to take active responsibility for the future conditions of future generations.

To contribute to minimizing the Swedish environmental impact, all activities within the YWCA-YMCA shall be conducted with an environmental impact lower than the Swedish national average. This means in brief, that everything that is done in YWCA-YMCA name must be done in such a way that we contribute to improving environment. This means, for example, that if last year's statistics show that it was consumed 10% organic products within a certain segment, YWCA-YMCA Sweden shall have a proportion of organic products of at least 10%. What this means in practice for your choice of travel, food and you can read about energy use in our environmental policy and climate strategy.

CONFLICTS OF INTEREST AND INDEPENDENCE

In the YWCA-YMCA Sweden, we do not mix private interests with the organization's activities. We put the best of the organization first in cases where there is no risk to personal security. In the case of a risk of conflict, we will notify the Board of Directors and offer us to leave our assignment.

Employees of YWCA-YMCA Sweden, region or employee of member association are not eligible as member of the board of KFUM Sweden.

COMMUNICATION

YWCA-YMCA Sweden's communication shall be characterized by openness and honesty and create trust by being responsible and keeping what we promise. Based on the values of all human beings equal value we meet the needs of others and both positive and negative comments with respect.

Personal commitment and the insight that we all jointly create the image of the YWCA-YMCA, both in work and private, is the foundation of our holistic approach to communication.

USE OF AND COMPLIANCE WITH THE CODE OF CONDUCT

The Board of Directors of YWCA-YMCA Sweden decides on the Code of Conduct which is updated on an ongoing basis and exists available at the organization homepage www.kfum.se together with other policies. It is a managerial responsibility in YWCA-YMCA Sweden to ensure information and anchoring of the code of conduct. At the same time, it is the responsibility of every employee and volunteer to comply with the code.

This Code of Conduct has been approved by the Board of KFUM Sweden on 22 September 2014.