CODE OF CONDUCT

Advancing research to end violence against women and violence against children
SVRI Overview

Vision
The Sexual Violence Research Initiative envisions a world free of violence against women (VAW), violence against children (VAC), and other forms of violence stemming from gender inequality.

Mission
The SVRI is committed to increasing and strengthening action-oriented research and its uptake to improve and expand efforts to prevent and respond to violence against women and violence against children globally.
Our Code of Conduct

SVRI’s Code of Conduct outlines standards of behaviour and practice for all SVRI staff, Board members, Leadership Council members, consultants, volunteers, partners, and grant recipients (from here on referred to as “stakeholders”) to ensure together we:

- Promote and work to deliver on SVRI’s vision and mission and do so in accordance with SVRI’s values and principles
- Maintain the highest standards of ethics, governance, integrity, and accountability
- Create a feminist network that embraces learning, promotes gender equality, partnership, diversity and fosters trust
- Provide assurance that the SVRI is ethical, reliable, transparent, and accountable in all that we do
SVRI Principles

**Kindness and Trauma-Informed:** By being trauma-informed we acknowledge that researching and working on violence can at times be stressful, challenging, and traumatic, and that this trauma is impacted by the varied lived and diverse experiences we bring to our work. We commit therefore to promoting resilience by putting care, kindness, compassion, and empathy at the heart of all we do. In so doing we are working to nurture and grow a supportive and sustainable field.

**Feminist, women-centred:** SVRI promotes research that is collaborative and non-hierarchical; works across fields and is inclusive; explores and challenges power imbalances that exist both in research and in society; is intersectional and provides new knowledge grounded in the diverse realities of women and children that strive to achieve structural and lasting change, and therefore, transformative change.

**Rights-based:** SVRI recognises that VAW and VAC are human-rights violations and promotes work that seeks to give women and children agency, and respects and promotes their human rights. Research on VAW and VAC should recognise the unequal power relations between men and women and adults and children, based on, and resulting from, social and structural constructions of gender and sexuality.

**Ethical:** SVRI insists that all research on VAW and VAC is conducted in accordance with the highest ethical and safety standards. All SVRI programmes and documents are furthermore executed and disseminated with ethical standards in mind. All SVRI stakeholders are expected to always adhere to the highest ethical standards in both our personal and professional spheres.
SVRI Principles

**Equitable:** SVRI is committed to amplifying diverse voices from low and middle-income countries (LMICs), including researchers, survivors, and marginalised groups to the field. SVRI promotes the leadership of LMIC-based researchers and building the capacity of research institutions in LMICs. We strive to balance research resources and power between high, low, and middle-income countries (as well as sources and levels of power within countries and contexts where evidence comes from).

**Accountable:** SVRI is accountable to survivors and those impacted the most by power inequalities in research processes and the application of research findings.

**Innovative:** SVRI promotes new ideas, new methodologies, and new partnerships. SVRI believes policymaking and practice should integrate the best available evidence from a wide range of sources and levels.

**Collaborative:** SVRI encourages and is committed to assisting diverse actors to support each other with interconnected issues and we encourage dialogue and equitable partnerships both within and across projects. The building of equitable partnerships across disciplines, geographic regions, and income levels is integral to our goals and values as an organisation.
SVRI Stakeholder Commitments

ENABLING FACTORS
Trustworthy governance and adequate resources.

THE WAY WE WORK
Guided by principles to support quality, effective work.

OUR APPROACHES
Continuous monitoring and learning, fruitful partnerships and clear, effective communication.
The Way We Work

SVRI stakeholders commit to:

- Respecting and promoting human rights in accordance with international human rights conventions and humanitarian law, especially related to women's rights, child rights, gender equality and social justice.

- Ensuring safeguards and measures are in place to prevent exploitation, harassment, bullying and abuse from taking place within the organisation and within the research and other projects we support; and where such problems have occurred, to respond in an ethical and accountable way.

- Respecting that every human being has unique value and potential, and not discriminating based on origin, ethnicity, culture, gender identity, gender expression, age, sexual orientation, values, beliefs, politics, religion, race, socio-economic status, health status, educational status, nor any other factors.

- Supporting and empowering peers with knowledge and skills, and openness to learn from others.

- Safeguarding children and young people against all forms of violence including physical and humiliating punishments in all settings.

- Being responsive and accountable to the needs of the individuals and communities we work with across the globe especially those who are vulnerable and affected by marginalisation and exclusion.

- Act in a manner that will not bring the reputation of SVRI into disrepute or otherwise jeopardise our standing.

- Always acting with integrity and holding one another accountable.

- Putting kindness and empathy at the heart of all we do.

- Promoting a sense of belonging, purpose, and connection within our network.

- Engaging in self-reflection about power, internalised oppression, unconscious biases, and other dimensions of personal growth, and to cultivate self and collective care and healing.
Quality, Ethical Work

Stakeholders commit to supporting and undertaking research and practice that:

- Applies feminist and trauma-informed principles and partnerships.
- Adheres to international safety and ethical guidelines.
- Strives for innovation in ideas, methodologies and partnerships, while building on evidence.
- Endeavours to be collaborative, cross-sectoral and multi-disciplinary.
- Promotes equitable participation, empowers, and amplifies diverse voices from LMICs (researchers, practitioners, survivors, marginalised groups) to the field.
- Challenges the gender and power hierarchy, as well as other social hierarchies, fueling VAW and VAC to promote gender equality and an end to violence.
- Strives to inform policy, programmes, services, and future research, and serves to strengthen access to comprehensive care and support for survivors as well as prevent VAC and VAW.
Approaches to Our Work

SVRI stakeholders commit to the following approaches to our work:

**Continuous monitoring, evaluation, and learning**

- We outline clear strategic goals for our work.
- We analyse and understand the contexts in which we work.
- We invest in quality assessment and evaluation of our work.
- We reflect on, share, and apply results and lessons with stakeholders.

**Feminist and trauma informed partnerships**

- We consider the circumstances and concerns of the partners and stakeholders when making decisions that affect them.
- We respect and understand those with whom we collaborate.
- We have a shared understanding of respective contributions, expectations, responsibilities, and accountabilities of all parties.
- We invest in the effectiveness of our collaborations and partnerships.
- We work with organisations that adhere to similar principles and values as the SVRI.
- We build equitable, feminist partnerships.
- We embrace diversity and intersectionality.
- We commit to being courageous and bringing people together both to celebrate and amplify the work and, when needed, to have hard conversations with open hearts and integrity.

**Clear, effective communication**

- We are truthful and transparent in our communications.
- We collect and use information ethically and transparently, ensuring informed consent and the right to revoke consent.
Enabling Factors

The SVRI commits to ensuring trustworthy governance and adequate resource management for SVRI’s work:

- We act in accordance with the SVRI as a not-for-profit and formed for a defined public benefit.
- We meet our legal and compliance obligations.
- We are accountable to our stakeholders.
- We openly and timeously disclose any conflict of interest where our various personal, professional, or political roles or associations are incompatible with the interests and values of SVRI.
- We have responsible and independent governance mechanisms and are accountable to these.
- We source our resources ethically.
- We ensure that funds and resources entrusted to us are properly controlled and managed.
- We ensure that we have the human resource capacity and capability to deliver our work.
SVRI Pledge

As an SVRI stakeholder, I strive to be fair, honest, respectful, accountable, and transparent in all that I do and with everyone I work with, both internally and externally. I champion violence prevention efforts, the delivery of quality services for survivors and victims, feminist approaches, gender equality and human rights. I am responsible and accountable to the communities I work with. I believe in the importance of working in partnership, ensuring the inclusion of diverse voices and ideas. I believe in the importance of kindness, diversity, humour, boldness, and empathy. I pledge that I support and adhere to the SVRI’s Code of Conduct.

Acceptance of the SVRI Code of Conduct

Name: ..............................................................................

Date: ..............................................................................

Signature: ........................................................................