

Global Village Foundation

Code of Conduct & Ethical Standards

1. Purpose

The Global Village Foundation ("GVF" or the "Organization") is committed to maintaining the highest standards of integrity, professionalism, and accountability. This Code of Conduct establishes the expectations for all individuals representing GVF.

2. Applicability

This Code applies to all individuals affiliated with GVF, including but not limited to:

- Founders
- Board Members and Officers
- Key Employees
- Advisors
- Directors and Program Leads
- Coordinators and Facilitators
- Volunteers and Contractors

All individuals, regardless of role or status, are required to comply with this Code as a condition of participation.

3. Core Principles

All individuals shall:

- Act with integrity, honesty, and accountability.

- Promote a safe, inclusive, and respectful environment.
- Treat all individuals with dignity and professionalism.
- Support the mission and values of GVF.
- Represent the Organization responsibly in all settings.

4. Professional Conduct

All individuals are expected to:

- Conduct themselves in a professional, respectful, and ethical manner **at all times.**
- Communicate clearly, respectfully, and constructively.
- Maintain appropriate boundaries in all interactions.
- Represent GVF appropriately in public, private, and digital spaces.

Unprofessional conduct, including harassment, disrespect, or behavior that undermines the Organization, will not be tolerated.

5. Role Expectations & Scope

All individuals must:

- Operate within the defined scope of their assigned role.
- Follow directions from authorized leadership.
- Not exceed, misuse, or misrepresent their authority.
- Collaborate effectively with team members.
- Fulfill responsibilities in a timely and reliable manner.

6. Time Commitment & Reliability

All individuals agree to:

- Honor scheduled meetings, sessions, and commitments.
- Provide reasonable notice if unable to fulfill responsibilities.
- Participate actively and consistently within their role.

Failure to meet expectations may impact continued participation.

7. Anti-Discrimination & Respect

GVF strictly prohibits discrimination or harassment of any kind. All individuals must treat others with fairness, dignity, and respect always, regardless of background or identity.

8. Youth Protection & Safeguarding

GVF prioritizes the safety and well-being of minors and vulnerable populations. All individuals must:

- Always maintain appropriate professional boundaries.
- Avoid unauthorized one-on-one interactions with minors.
- Refrain from any inappropriate physical, verbal, or digital conduct.
- Follow all supervision and program safety protocols.
- Immediately report any concerns or suspected misconduct.

9. Confidentiality & Data Protection

All individuals must:

- Protect sensitive organizational, participant, and donor information.
- Comply with GVF's Confidentiality & Non-Disclosure Agreement (NDA).
- Avoid unauthorized sharing of internal or personal data.

Confidentiality obligations continue beyond participation.

10. Financial Integrity

All individuals must:

- Use organizational funds and resources responsibly.

- Avoid misuse, fraud, or unauthorized expenditures.
- Follow all financial policies and procedures.
- Disclose any financial conflicts of interest.

11. Media & Public Representation

- Only authorized individuals may speak on behalf of GVF.
- Social media and public engagement must reflect professionalism.
- Confidential or sensitive information must not be shared publicly.

12. Use of Organizational Property

- GVF resources must be used for organizational purposes only.
- Unauthorized use, distribution, or removal of materials is prohibited.

13. Background Check & Screening Policy

To ensure the safety, integrity, and trust of all GVF programs, certain roles require background screening.

Requirements

Applies to individuals in roles involving:

- Youth engagement
- Program leadership or supervision
- Access to sensitive information

Screening may include:

- Identity verification
- Criminal history checks
- Sex offender registry checks
- Additional screenings where applicable

Timeline

- Must be initiated within 14 days of onboarding.
- Must be completed within 30 days, subject to processing timelines.

Conditional Participation

- Limited participation may be permitted while screening is pending.
- Participation in youth-facing roles is contingent upon clearance.
- All evaluations will be conducted fairly, consistently, and in compliance with applicable laws.

14. Reporting & Accountability

All individuals are required to report:

- Violations of this Code
- Safety concerns
- Misconduct or unethical behavior

Reports may be made to leadership or designated representatives. GVF enforces a zero-retaliation policy for individuals who report concerns in good faith.

15. Violations

Failure to comply with this Code of Conduct may result in:

- Removal from responsibilities
- Suspension or termination of involvement
- Additional action as deemed appropriate by the Organization

16. No Authority Clause

Nothing in this Code grants authority to act on behalf of GVF. Only individuals formally authorized by the Board may bind the Organization.

17. Acknowledgment

I acknowledge that I have read, understood, and agree to comply with this Code of Conduct as a condition of my participation in the Global Village Foundation.



Global Village Foundation
307 W 38th Street – 16th Flr #465
New York, NY 10018

"For The People. For The Future. For The World."