



**Solidarité pour l'Épanouissement des Veuves et des Orphelins visant le Travail et l'Auto promotion (SEVOTA).**

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### **ETHICAL CHARTER OF THE SEVOTA ORGANIZATION**



The Ethical charter is an integral part of the basic documents of the SEVOTA organization for its recognition and its principles of action. The elements of this Ethical charter go hand in hand with its policies and regulations.

- ✓ Trust in people

This confidence is expressed by the accountability of the leaders of the solidarity groups as well as the clubs and the opportunity given to everyone to evolve and help them progress.

- ✓ Compliance with commitments

We owe our progress to the trust of our partners, members, staff and beneficiaries. This trust can only exist if we respect what we communicate. Exemplarity, honesty and vigilance are essential values on which our organization does not compromise and which are imposed on each of us and our employees .

- ✓ Free and direct access to survivors

SEVOTA bases its action on requirement of the free access for survivors ,affected persons and on the direct control of its programs and projects. It gives itself all the means to achieve this and authorizes itself to denounce the obstacles placed in its action and to act to put an end to it. It also checks the allocation of its resources, so that they reach the individuals in precarious situations for whom they are intended.

- ✓ Non-discrimination

SEVOTA refuses, in its action, any discrimination of race, sex, ethnicity, religion, nationality, opinion or class.

- ✓ Independence

In order to preserve and maintain its moral and financial freedom, SEVOTA acts according to its own principles and in no way determines itself according to the interests of the stakeholders.

- ✓ Transparency

SEVOTA undertakes, vis-à-vis its beneficiaries as well as its partners and donors, to respect transparency and information in the allocation and management of its funds, and to provide itself with all the guarantees aimed at providing proof of its good management. All members of SEVOTA adhere to the principles of the charter and undertake to respect it.

- ✓ Professionalism

SEVOTA bases the design, implementation, management and evaluation of its programs on the requirements of professionalism and on the capitalization of its experience, in order to optimize its efficiency and the use of its resources.

- ✓ Compliance with legality

Members and Agents apply in all matters the laws and regulations in force in the country where they carry out their activities, in particular the rejection of all forms of corruption.

✓ Loyalty

Loyalty is a requirement of upright behavior in relations with superiors, colleagues, collaborators and external partners. In particular, it prohibits the pursuit of personal ends that would be in contradiction with the objectives pursued by the organization. It implies compliance with the organization's internal instructions and rules.

✓ Respect for people

Respect for people is an absolute condition for individual development and for taking care of each other's self and professional care. It manifests itself within the organization through listening, information, explanation, Intervention, supervision, retreat and dialogue.

✓ Solidarity

Solidarity is based on the spirit of responsibility of everyone in their professional environment to rule out individualistic attitudes and promote the enhancement of teamwork and mutual contributions. It rejects modes of operation or management that favor personal satisfaction over the interest of the organization.

✓ Respect for occupational health and safety

Members and Agents undertake to take the necessary measures to ensure the best possible protection of health and safety in the workplace.

✓ Respect for the environment

Members and Agents are part of an environmental protection approach. They implement a management method for their facilities, regardless of their location, which makes it possible to set measurable objectives for their environmental performance, and to regularly assess and monitor this performance.