



SHANITA

SHANITA CODE OF CONDUCT



AT SHANITA, WE ARE COMMITTED TO UPHOLDING THE HIGHEST STANDARDS OF INTEGRITY, PROFESSIONALISM, AND ETHICAL BEHAVIOR IN ALL ASPECTS OF OUR WORK. OUR CODE OF CONDUCT SERVES AS A GUIDING DOCUMENT THAT OUTLINES THE PRINCIPLES AND VALUES WE ADHERE TO AS AN ORGANIZATION.

This code applies to all employees, partners, and stakeholders associated with SHANITA. By embracing and embodying these principles, we collectively ensure the positive impact and credibility of our organization.

INTEGRITY AND TRANSPARENCY:

We conduct ourselves with honesty, fairness, and transparency in all our interactions. We are committed to upholding high ethical standards, maintaining accurate records, and handling funds and resources responsibly. We act in the best interests of the children and communities we serve.

RESPECT AND DIGNITY:

We treat all individuals with respect, dignity, and empathy, regardless of their background, ethnicity, religion, or social status. We foster an inclusive and supportive environment that promotes diversity and values the perspectives and contributions of all team members and beneficiaries.

CHILD PROTECTION AND SAFEGUARDING:

We prioritize the safety, well-being, and rights of the children we serve. We have strict protocols in place to ensure child protection and safeguarding, including the prevention of abuse, exploitation, and neglect. We maintain a zero-tolerance policy for any form of violence or harm against children. We take proactive measures to ensure that our programs, partnerships, and supply chains adhere to strict ethical standards and comply with relevant international laws and conventions. Through continuous monitoring and engagement, we strive to protect vulnerable children and promote their safety, dignity, and holistic development.

PROFESSIONALISM AND EXCELLENCE:

We strive for professionalism and excellence in all aspects of our work. We continuously seek to enhance our skills, knowledge, and capabilities to deliver high-quality service and care. We maintain a culture of continuous learning, innovation, and improvement to maximize the impact of our initiatives.

VOLUNTEERING:

At SHANITA, we do not believe in short-term interventions or the presence of outsiders in the lives of local children. Instead, we prioritize an empowering approach that builds on local capacity. We do not have delegating volunteering programs where individuals from different backgrounds come and go. Instead, we believe in local modeling and empowering local educators who understand the unique needs and challenges of the children in their communities. By working closely with local educators and stakeholders, we ensure that our interventions are culturally sensitive, contextually relevant, and driven by the aspirations and dreams of the children themselves. This approach creates long-term impact and sustainable change for the betterment of the children and their local communities.

ACCOUNTABILITY AND RESPONSIBILITY:

We take full responsibility for our actions and decisions. We are accountable to our supporters, partners, beneficiaries, and the communities we serve. We ensure transparency in our financial practices, reporting, and communication. We conduct regular monitoring and evaluation to assess the effectiveness and efficiency of our programs.

POLITICAL AND RELIGIOUS AFFILIATIONS:

SHANITA avoids any political or religious affiliations in all its operations. We are committed to not using our organization as a platform to promote or endorse any particular political or religious standpoint. Our primary focus is on providing support and assistance based solely on the needs of individuals, children, families, and communities, recognizing these as fundamental human rights. We strive to address humanitarian needs impartially, without any bias or discrimination, while promoting inclusivity and respect for diverse backgrounds and beliefs.

RESPECT FOR CULTURE AND CUSTOMS:

We are committed to respecting the local culture and customs of the communities we work in. We recognize the importance of honoring and valuing the traditions, practices, and beliefs of the local communities. In all our program design and implementation, we strive to work within the capacities and capabilities of the local context. We aim to foster a sense of ownership and sustainability within the communities we serve.

COLLABORATION AND PARTNERSHIPS:

We value collaboration and partnerships as essential elements of our work. We actively seek opportunities to collaborate with like-minded organizations, local communities, and stakeholders to maximize our collective impact. We prioritize relationships based on mutual respect, trust, and shared goals.

COMMUNICATION AND REPRESENTATION:

We understand the challenging environments in which we operate, where children often face immense hardships. However, we choose to showcase the success of our mission rather than focusing solely on poverty and misery. We believe in the power of resilience, determination, and accomplishments of the children and communities we serve. By sharing stories of hope, progress, and positive change, we aim to inspire others and create a narrative of empowerment and transformation.

BRIBERY, FRAUD & CORRUPTION:

At SHANITA, we uphold a strict zero-tolerance policy towards bribery, fraud, and corruption in all our operations. We strictly prohibit any form of exchange of money or gifts for unofficial services, particularly involving public service officials, including military and police personnel unless under specific life-threatening circumstances. Any employee, volunteer, or service provider found to engage in bribery will be subject to immediate disciplinary measures, as we are committed to maintaining the highest standards of integrity and ethical conduct within our organization.

SEXUAL EXPLOITATION AND ABUSE:

At SHANITA, we are unwavering in our commitment to prevent and combat Sexual Exploitation and Abuse (SEA) in all its forms. SEA encompasses situations where individuals in positions of power, authority, or control exploit others by offering protection, assistance, or resources in exchange for sexual acts or favors. It involves the abuse of vulnerability, power differentials, and trust for sexual purposes, with the aim of benefiting financially, socially, or politically. We recognize that sexual exploitation can occur through coercion, force, pressure, and manipulation. Additionally, sexual abuse refers to any actual or threatened physical intrusion of a sexual nature, under unequal or coercive conditions, including inappropriate touching. We firmly condemn and prohibit any form of SEA. These behaviors are unacceptable and will not be tolerated among our employees, visitors or service providers.

ENVIRONMENTAL SUSTAINABILITY:

We are committed to environmental sustainability and responsible resource management. We promote and teach the importance of environmentally friendly practices and strive to minimize our ecological footprint.

This Code of Conduct represents the shared values and principles that guide our actions and decision-making at SHANITA. We encourage all individuals associated with our organization to uphold these standards and act as ambassadors of our mission. Together, we can make a positive and lasting impact on the lives of vulnerable children and communities.

SHANITA Founders:

Shiri Shem Tov & Lior Sperandeo

The image shows two handwritten signatures in black ink. The signature on the left is more fluid and cursive, while the one on the right is more angular and stylized.