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Ethiopiawinnet:

Council for the Defense of Citizen Rights

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Code of Conduct

I. General

1. This Code of Conduct provides a set of standards that members of Ethiopiawinnet (the “Organization”) are expected to observe in their conduct and communications, whether in writing, by email, verbally, or otherwise, with one another or with the officers of the organization, whether in public meetings or in their private dealings insofar as these dealings relate to or concern the goals and purposes of the organization. This set of standards is intended to serve and should be understood as a general guide only and not as specific normative prescriptions for individual behavior.

The fundamental aim of the Code is to inculcate and promote the values of

- civility, honesty and integrity
- unity of purpose
- mutual understanding
- accommodation
- consideration and tolerance
- harmony, and
- participation

in the firm belief that these values are essential for the growth and vitality of the organization and ultimately for the achievement of its underlying goals and purposes.

2. In this code, “member” or “individual” refers to natural persons or organizations as the context requires.

II. Standards of Conduct

1. Civility, Respect and Good Faith

All members pledge to treat one another with civility. As used here, civility means more than common courtesy and politeness. Recognizing that our society faces many difficult challenges and differing interests, civility requires

each one of us to recognize that other thoughtful and caring members have very different views on how best to address our many complex problems. Members must, therefore, pledge to strive to appreciate the strengths and value of the contributions of their fellow members and to make an honest effort to understand their statements, views, opinions and communications in good faith.

In particular, members undertake to avoid personal attacks, impugning, second guessing or otherwise questioning the motives of fellow members' actions or statements. In other words, civility requires constructive debate and discussion that separates the person from the problem at hand. Members shall recognize that many our efforts in building successful political and civil movements have, in part, been stymied by or floundered on discord created by unnecessary misunderstandings, personalization of issues, a failure to treat others with respect, lack of good faith, or the use of inconsiderate, hurtful, combative or abusive language.

2. Trust

In order to promote trust, mutual understanding and mutual accommodation among the membership of the organization, every member should avoid engaging openly or clandestinely in behavior that is likely to lead to rupture or disharmony in the organization. In particular, it behooves every member to recognize that intrigues and behind-the -scene schemes further one's political preferences, or forming cliques and factions within the organization constitute grave and contemptible breaches of trust and civility.

Ethiopiawinnet puts a premium on the values of transparency and accountability and shuns all maneuvers and deceptive behavior. Misunderstandings are often engendered and trust undermined when adversaries proceed on the basis of inaccurate information, or the deliberate distortion of information or the views or positions of others. Members therefore hereby pledge to repudiate such practices and to work together to resolve factual disagreements honestly, with sensitivity and on the basis of accurate information.

3. Disparagement and Vilification

A member has the duty to refrain from directly or indirectly maligning, disparaging, vilifying, or backbiting other members especially on account of their political differences, background, affiliation, political preferences, views, or positions.

4. Constructive Criticism

Every member undertakes to accept gracefully, honestly, and in good faith constructive criticisms of his or her conduct, views, or positions. All members

shall, however, refrain from making unfair, unfounded, and destructive criticisms or aspersions.

5. Collaboration and Accommodation

Members shall recognize that Ethiopiawinnet crucially depends for its success on an unbounded spirit of collaboration and mutual accommodation among themselves.

Collaboration requires every member to be ready and willing to do his or her part to fulfill one's responsibilities and to collaborate with fellow members in the furtherance of the aims and purposes of the organization. And mutual accommodation requires each and every member to make an honest and good faith effort to resolve differences in the spirit of tolerance, consideration and compromise. Disagreements will inevitably arise in any organization, and Ethiopiawinnet is no exception.

What is important, however, is how members handle their disagreements and differences. Consequently, it behooves all members to undertake to resolve such disagreements and differences constructively employing a fair process, in appearance and in fact, that is calculated to provide adequate hearing to all concerned parties before making appropriate judgments on the merits of such disagreements or differences.

6. Protecting the Organization and Privacy Interests

It is the solemn duty of every member to protect the organization by all appropriate means from all hostile forces that seek to undermine its existence or thwart its goals and purposes. Members shall in particular report to the appropriate organs of the organization information that is relevant and useful for its protection. Members shall keep organizational secrets confidential and shall also protect the privacy interests of fellow members.

7. Privileging Nation and Citizens

All members pledge to accord priority to the interests of our nation and the welfare and rights of its citizens as elaborated in the **Citizens Charter**.

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Website: <http://www.ethiopiawin.net>