

Taken from CARPHAs Code of Ethical Principles and Conduct, Chapter IV – Standards of Conduct, pg. 11.

Section A – Conduct Affecting the Workplace

- **Cultural Sensitivity**

As a multicultural organization, CARPHA is committed to diversity and equality. We support the right of all to express their individual cultural heritage, including languages and religions. CARPHA will not tolerate discrimination or lack of respect for any culture. You must be sensitive to the cultures of the countries where you work and understand local customs, including those involving personal behavior. You have a duty to contribute to the effective functioning of the workplace by treating colleagues and the public at large with genuine respect. By virtue of CARPHA's regional character, you must be particularly sensitive to different cultural backgrounds, beliefs and opinions of people both inside and outside of the workplace.

- **Respect for Colleagues and Others**

CARPHA prohibits discrimination against or harassment of persons working within the organization. Harassment makes the workplace unpleasant, humiliating or intimidating for the person or group targeted and reduces the effectiveness of everyone. You must treat all persons working in the Organization with dignity and respect. Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects employment, unreasonably interferes with work performance, or creates an intimidating, hostile, or offensive work environment. Such conduct will not be tolerated in CARPHA.