

Annex V: Lhak-sam Code of Ethics

The members and associates of Lhak-sam have come together to create and promote a strong support system based on solidarity, social networking and people's participation for addressing and taking collective action towards effective responses to HIV/AIDS and its impact. All personnel engaged in activities related to Lhak-sam are representatives of the organization. With that representation come responsibility to conduct one-self in accordance with National laws, *driglam Namsha*, local tradition and culture and the rules and regulations set by the Civil Society Organization. Any violation of these expectations may be a cause for disciplinary action. In addition to obeying laws, policies, and rules, members who participate in Lhak-sam activities are expected to exhibit the highest civic and expected Bhutanese behavior. These behaviors include, but are not limited to: maintaining traditional *driglam namsha* at all times, respect for elders and others, compassion, altruism, non discriminatory, helpful, honest and kind.

All members of the board and Lhaksam office bearers will practice altruism at all times and will bear confidentiality of the information entrusted in him/her. Any breach of trust or confidence by way of revealing confidential matter, stigmatizing or discriminatory behavior will be subject to disciplinary action by the board/executive committee, which ever is relevant.

We will conduct ourselves at all times in order to be a credit to our organization, society, community and country by:

- Operating in an honest, fair, professional, and humane manner.
- Respecting indigenous knowledge and customs, individuals' dignity, identity, culture, faith and values.
- Providing cost effective services, be innovative and responsive to the needs of the economically disadvantaged sections of society.
- Planning and implementing Public services and charitable activities
- Implementing, monitoring and evaluating in an equitable manner with the full participation of the people concerned.
- Exercising and promoting fairness, impartiality and equity in all our activities and dealings.
- Conducting our activities in a transparent and accountable manner; to our community partners, the public, our donors and other interested parties.
- Not being biased or discriminatory in our policies and procedures.

We shall avoid conflict of interest involving Board and / or staff members by excluding any stakeholder with a personal interest in any decision from its debate and resolution

This is a true and correct copy of the code of ethics of Lhak-sam

(Executive Director)

(Secretary)

(Treasurer)