



CODE OF ETHICS

VISION, MISSION AND MANDATE OF NIA

1. Vision

A Jamaica where government, businesses, civil society and the people manifest integrity in their conduct, are held accountable, and apply proper sanctions for corrupt activities.

2. Mission

To combat corruption and build integrity in Jamaica through the persistent promotion of transparency, and accountability in the conduct of government, businesses and the wider society.

3. Mandate

NIA has accepted the mandate to combat corruption and build integrity in Jamaica on a non-partisan basis for the public benefit.

CORE VALUES

The values essential to the achievement of this vision, mission and mandate are:

1. Integrity
2. Moral Courage
3. Transparency
4. Accountability

STAKEHOLDERS

NIA recognises that all individuals, groups or organisations affected by its activities have a stake in its work. These include:

1. Members, volunteers and employees;
2. Donors and funders;
3. The State, including Parliament, the Executive, the Judiciary, the Public Service, Ministries, Departments and Agencies; and statutory bodies and other state enterprises;
4. The Private Sector, including professional and business organisations;
5. Labour and its umbrella organisations;
6. Civil society (non-governmental) organisations;
7. Those who stand either to gain or to lose if corruption is reduced or eliminated;
8. Transparency International.

GUIDING PRINCIPLES

NIA is a civil society organisation committed to respecting the following principles:

1. To work co-operatively with all individuals and groups, with for-profit and not-for-profit corporations and organisations, and with governments and international bodies committed to the fight against corruption, subject only to the policies and priorities set by NIA's governing bodies.
2. To be open, honest and accountable in relationships with stakeholders and each other.
3. To be democratic, politically non-partisan, and non-sectarian in any work undertaken.

4. To condemn corruption in all its forms with vigour and fortitude wherever it has been reliably identified.
5. To base positions adopted on sound, objective and professional analysis and high standards of research.
6. To only accept funding that does not compromise NIA's ability to address issues freely, thoroughly and objectively.
7. To provide stakeholders with accurate and timely reports of activities undertaken.
8. To respect and encourage respect for the fundamental rights and freedoms of individuals.
9. To build, work with and work through Transparency International and national chapters worldwide to the greatest degree practicable.
10. To strive for balanced and diverse representation in the governing bodies of NIA.
11. To make NIA findings and recommendations public and, subject to such legal or moral restraints as may be equitably imposed from time to time, to do so in a manner that avoids unfairly belittling organisations and/or individuals.

AFFILIATION POLICY

1. Affiliation as an Integrity Advocate of NIA is open to any person, company or other organisation which supports and observes the principles of NIA, and which is assessed by the Board of Directors as not engaging in any activity which may undermine NIA or its independence.
2. Affiliation as an Integrity Advocate of NIA should not be construed as an endorsement by NIA of any member's activities or stated opinions.
3. Application to become an Integrity Advocate of NIA must be submitted to the Managing Committee of NIA for approval.
4. The position of Integrity Advocate of NIA may be terminated by resignation, or by Managing Committee for failure to comply with the principles and rules of NIA, or conduct that is or may be injurious to NIA.

CONFLICT OF INTEREST POLICY

NIA's ability to raise the ethical standards of government officials and businessmen will be severely compromised by any serious ethical lapses on the part of individuals representing NIA. It is therefore essential that anyone associated with NIA observes its Conflict-of-Interest Policy.

ENSURING COMPLIANCE & CONFIDENTIALITY

1. The Board will adjudicate any ethics question raised in the organization.
2. The Board will treat information from Board members or anyone employed to NIA with confidentiality, when the nature of such information requires it, or when confidentiality is explicitly requested, and will not use such information to further a private interest. This commitment by the Board continues after the person ceases to be a Board member or employee of NIA.
3. The Board will be as transparent as possible in respect of its decisions and actions, having regard to the need for confidentiality.