



Living Our Values

WILPF'S CODE OF CONDUCT

FEMINIST INTEGRITY FRAMEWORK

Table of Contents

1. About the Code of Conduct.....	2
2. Applying the Code of Conduct Across WILPF.....	3
3. WILPF's Values.....	4
4. WILPF's Approach.....	5
5. WILPF's Code of Conduct	6
6. Breach the Code	7

1. About the Code of Conduct

What is the purpose of WILPF's Code of Conduct?

For more than a century, WILPF has brought together women and activists from around the world who are united in working for peace by non-violent means and promoting political, economic and social justice for all.

"A world of permanent peace built on feminist foundations of freedom, justice, nonviolence, human rights, and equality for all, where people, the planet, and all its other inhabitants coexist and flourish in harmony." – WILPF's vision

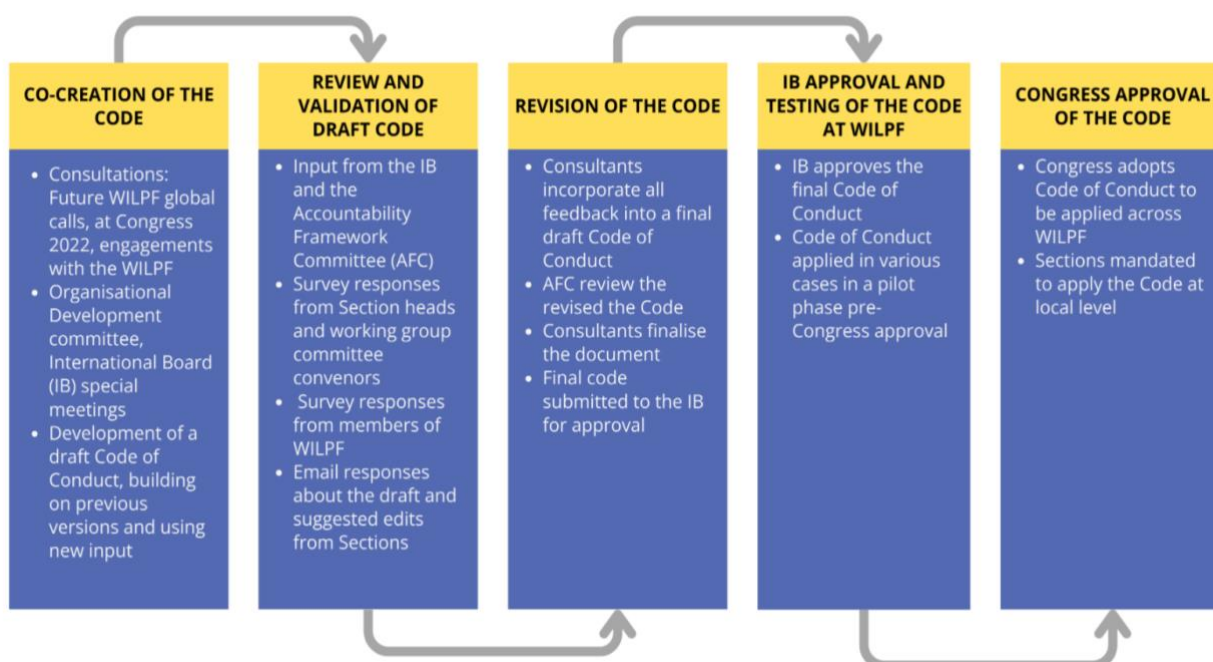
Over the last few years, WILPF has grown in size and geographic reach. We recognise that our increasing diversity is a source of strength, and it supports us to effectively influence and advocate for our shared vision across contexts and political boundaries.

To achieve our vision in all our diversity, we are committed to living our shared values and enabling a safe, nurturing and courageous organisational culture - imbued with mutual respect, power sharing and cooperation.

When we choose to be a part of WILPF as feminist peace activists, we commit to our Manifesto and our shared values. This Code of Conduct describes the broad agreements that we pledge to one another as part of the WILPF community, making it clear how we operate with care, in solidarity, and in peace. The Code of Conduct outlines how we will live out the values that bind us together, what we will be accountable for, and how we will protect the organisation and each other. It outlines our commitment to uphold ethical principles and WILPF's policies, and adhere to local and international laws during our operations (as long as these laws are not in conflict with the goals of feminist peacemaking or peacebuilding).

The agreements within this Code will apply to all individual members, to collective Sections and Groups, to the International Secretariat (IS) staff and Section staff, to volunteers and interns, to the International Board (IB) members, and to service providers and partners who work with us.

How has the Code of Conduct been developed?



2. Applying the Code of Conduct Across WILPF

Any person who chooses to be a part of WILPF and engages as a WILPF representative (members, staff, interns, volunteers, service providers and partners) will agree to adhere to WILPF's Code of Conduct, and official policies and procedures

All existing persons who have chosen to be a part of WILPF will agree to the Code:

- WILPF Groups and Sections will share this Code with current members and align the global Code with their local Codes, policies and regulations. Current members will read, understand and agree to the commitments herein
- All current and future staff, volunteers and interns, partners and service providers of WILPF will read, understand and agree to adhering to the terms within the Code of Conduct when they are acting as a representative of WILPF.

When there is concern that a person acting as a representative of WILPF has breached the Code of Conduct, this will be addressed in accordance with WILPF'S Feminist Integrity Framework (which incorporates all Complaint and Conflict Resolution policies and procedures). All Conflict Resolution measures will uphold confidentiality and safeguarding principles, for those who are alleged to have breached the Code of Conduct and for those who have reported potential breaches.

3. WILPF's Values

Our Values

Our vision of peace is based on the values we share, which directly inform our approach to the work we do together as a global feminist peace movement.



Care and Community

We prioritise people and the planet over profit, and investment in the public good, such as social and community infrastructure and people's well-being, over privatisation and militarism.



Human Rights

At the heart of our work is a commitment to advance freedom, human rights and justice for all without discrimination based on gender or any other grounds.



Anti-Militarism

We reject militarism in all its forms as a system, culture and mindset that weaponise security and gender relations, fuelling armed conflict and violence around the world.



Anti-Racism

We oppose and strive to eliminate racism — in all its forms — in our work, within our organisations and in how we perceive, approach and interact with one another and others.



Ecological Sustainability

In the face of the environmental crisis, we defend and uphold relationships between humans, the planet and all its other inhabitants that respect and promote the care of biodiversity and promote mutual well-being.



Integrity

We act with respect, responsibility and accountability to ourselves and one another. Working with courage and honesty, we strive to continuously reflect and learn to live our values.



Solidarity

We are committed to caring for and supporting each other as equals. We believe that experiences of inequality, injustice and insecurity concern us all. We stand together.



Non-violence

We do not support violence in any form. We engage in peaceful forms of protest to promote sustainable and positive approaches to the challenges that are presented to us.

4. WILPF's Approach

Our Approach



Strength in Diversity

As a global movement, we see human and cultural diversity as a strength. We are committed to celebrating people in all their diversity and working together with sorority, empathy, curiosity, understanding and inclusivity by creating spaces for learning, interaction and reconciliation.



Centring Lived Experience

We centre the leadership, voices and experiences of women and others who are directly impacted by violence, conflict and other manifestations of oppressive systems. We recognise that lived experience allows us to identify and advocate for solutions to challenges, with the support and solidarity of the movement.



Intersectionality

We recognise that people experience different types of oppression that often intersect and reinforce one another, including violence and discrimination based on gender, race, social class, sexuality, physical ability and other traits. We are committed to having our actions informed by gender analysis that takes this intersectionality into account.



Learning and Sharing

We are curious, and engage in a constant exchange of diverse knowledge and information. We are committed to building shared knowledge about the root causes of violence and conflict in all their forms, and we are dedicated to constantly educating ourselves as we strive to strengthen, grow and evolve our movement.



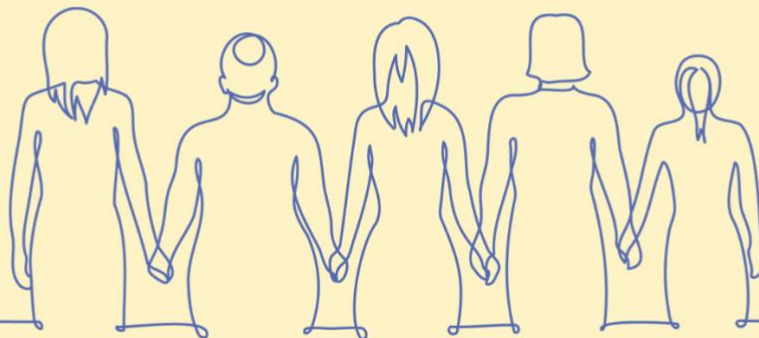
Transforming Power

We work to build peace-enhancing processes that redefine power by seeking to create empowering and collective relationships ("power with") instead of dominating and hierarchical ones ("power over").



Collaboration and Participation

We work collaboratively and in solidarity all across the WILPF movement, and in partnership with other individuals and organisations who align with our vision in the larger movement for peace. Through our holistic, grassroots approach to movement building, we strive to ensure that all people can fully participate.



5. WILPF's Code of Conduct

At WILPF, we work together to achieve **“a world of permanent peace built on feminist foundations of freedom, justice, nonviolence, human rights, and equality for all - where people, the planet, and all its other inhabitants co-exist and flourish in harmony”**. Our Code of Conduct helps us to conduct ourselves appropriately in our work and activism, and to live our values – towards achieving this vision.

This Code is binding on all WILPF members, staff, volunteers and interns, and partners and service providers whilst they are representing WILPF, and any other people acting on behalf of WILPF.

All persons when acting as a WILPF representative, agree to:

1. Respect and uphold the WILPF Manifesto, Mission, Constitution and By-Laws, all regulations adopted by the WILPF Congress and the International Board, and all official local and global WILPF policies.
2. Ensure that personal and professional conduct follow the highest possible standards in accordance with WILPF's values and approaches, and be active and intentional in upholding WILPF's positive reputation.
3. Protect WILPF's private and confidential organisational activities and information.
4. Value WILPF's diverse membership, and work respectfully with people of different cultures, ages, races, ethnicities, religions, abilities, nationalities, sexual and gender orientations and identities - intentionally approaching all work with others with an open mind, transparent and open communication, an eagerness to learn and understand differences, and a willingness to transform any unintentional prejudice and biases that are brought to awareness.
5. Strive to protect the health, safety, security, confidentiality, welfare, dignity, well-being and human rights of WILPF members and the people and communities we interact with in our work.
6. Uphold collective participatory processes and protocols when entrusted to work on any WILPF committee, in accordance with WILPF's values, policies and procedures.
7. Refrain from and prevent any form of harassment, bullying, discrimination, intimidation, exploitation, retaliation or abuse - and follow processes to address any such behaviour in accordance with WILPF policies and procedures.
8. Protect the environment to the best of our ability during our WILPF work.
9. Act in accordance with laws (that are not in conflict with WILPF's aims) at all levels of operations.

10. Respect, protect, and account for the physical and intellectual property of WILPF and ensure the proper use of WILPF's information, funds, equipment and facilities for the purpose of conducting organisational business, and not for other aims, in accordance with WILPF's financial and fiduciary policies.
11. Refrain from and prevent any form of corruption, fraud and/or mismanagement and not offer, promise or accept any gifts, bribes or personal advantages including monetary and non-monetary kinds¹ in accordance with WILPF policies.
12. Refrain from and prevent any forms of criminal or unethical activity, including sexual abuse or exploitation, within WILPF operations and activities, and report these actions in accordance with WILPF policies and procedures.

6. Breach the Code

Potential breaches of the code will be addressed in accordance with WILPF's feminist Integrity Framework (which incorporates all Complaint and Conflict Resolution policies and procedures).

WILPF International Board
Accountability Framework Ad-hoc Committee
May 2025

¹ This does not refer to donations and grants, but rather to inappropriate gifts (monetary or otherwise) from governments, partners, donors, suppliers of beneficiaries made with the intention of influencing a third party to obtain or retain business or a business advantage, or to reward the provision or retention of business or a business advantage, or in explicit or implicit exchange for favours or benefits.