



Irida Women's Center: Values, Ethics and Code of Conduct

Vision: A world in which all women and their families have the right to survival, protection, and participation within strong, welcoming, and inclusive communities.

Mission: To create safe, equitable, more inclusive, communities within Greece, by contributing to the empowerment of refugee and migrant women. We work to create a society that reflects our community center: a warm, inclusive, participatory space, where women are empowered and become agents of change within their lives, families, and the community at large.

Our Values: Irida Women's Center has a strong set of values that underpins all we do, and which guides our decision making:

Searching for Solutions: We tackle the big problems by solving the little ones. We focus on families instead of numbers and approach each woman as a source of infinite potential to positively impact their community and the world.

Hearing the Voice of Our Community: We realise that as members of a community, society, and increasingly interconnected world, our success as individuals relies on the success of others. By strengthening the solidarity of the host communities and the women of our community, we build a reality where all backgrounds (and their families) can forge their path to success.

Empowerment Access: We provide opportunities for everyone to explore and access their unique and inherent skills and strengths. Beyond traditional education, we believe in providing "life skills" that allow for women of all backgrounds, regardless of formal education, to create, contribute, and work within their communities.

Solidarity & Synergy: We tap into the power of our community to be agents of solidarity, synergy, and change, with fast mobilization capacity. We quickly and efficiently respond to their needs, and actively work in solidarity with the local community, our partners, and vulnerable populations.

Collaborating & Networking: We believe our strength is multiplied when we work together. We seek solutions together with our community, our partners, residents, and with the acknowledgment that to create inclusive communities, we must work on inclusive solutions.

Acquiring Knowledge: We rely on the knowledge and insight of the community we serve, to directly respond with topics and actions that meet the practical needs of daily life in a new home country. We provide fluid and responsive programming.



Expanding our Horizons: We harness the dynamic of cultural diversity which undeniably leads to innovation, creativity, and positive change.

Code of Conduct

Irida Women's Center is proud of its reputation as an organization providing effective responses and services by acting with integrity and flexibility and by cooperating with partners and the communities we support. Maintaining strong values, and a strong reputation enables us to continue to run effective projects and services and to recruit and retain skilled and dedicated volunteers and staff.

This Code of Conduct is a binding document outlining the expected behavior of all Irida Women's Center staff, partners, and volunteers.

Our vision, mission, and values are in place to ensure that we promote and maintain the dignity, wellbeing, human rights, and safety of all people, as well as the reputation of Irida Women's Center.

They are built to ensure we Do No Harm.

The aim is to promote harmony, mutual respect, structure, safety, and support so that Irida Women's Center can provide the best assistance possible to the people we are here for.

This code of conduct relates to our behavior towards the people we work with, the people within the local community, the public at large, and Irida Women's Center as a team and organization. Whilst this code of conduct cannot cover every scenario or eventuality people encounter in their work, combined with our values statement, ongoing training, and structured support we aim for the code of conduct to help us navigate the challenges of day-to-day work in a dynamic, sometimes volatile, environment, and to work to their capacity in a constructive, ethical, and safe way.

Working with People

1. We will recognize all people, both our colleagues and community members, as dignified human beings, and treat everyone as we would wish to be treated.
2. We will take individual responsibility to maintain a strong team, in which we respect each other's voices, rights, opinions, boundaries, and learning. We will help each other, create an atmosphere of honesty and openness, and strive to contribute positively to each other's wellbeing. We will seek dialogue to resolve issues and avoid confrontations by dealing with conflicts/difficulties constructively and seeking help through appropriate channels.
3. We will always respect the cultural and ethnic diversity of the people we encounter. In our dealings with others, we will always be honest and open, and not discriminate or pre-judge others based on age, cultural, ethnic, religious, and/or political beliefs,



sexual or gender identity, or any other reasons. We will look beyond perceived differences and promote equal and equitable treatment and access to support and services.

4. We will promote positive relationships between Irida Women's Center, its team members, and members of the local community.

5. We will endeavor to work within local, European and International Law.

6. The individual should always act in a manner that avoids damage to the reputation, welfare, and work of Irida Women's Center, its staff, and its volunteers.

7. We will maximize our effectiveness by building positive professional relationships with other organizations, governments, businesses, and local communities.

8. While recognizing some people develop strong relationships with team members whilst volunteering in this context, it is critical to protect team dynamics. Interpersonal relationships in the team must abstain so as not to impact dynamics, performance, or team harmony.

9. Romantic/sexual relationships between Irida Women's Center staff/volunteers and beneficiaries/community members will not be condoned under any circumstance.

Breach of the Code of Conduct

1. Everyone in the team carries responsibility for ensuring this code of conduct is upheld and promoting the values and behaviors enclosed within it.

1. If any team member is aware of a breach of the code, or any other dangerous, damaging, or risky behavior, they should speak with their supervisor, or, if their concern applies to their supervisor they should report to our Head of HR. The concerns raised will be investigated and appropriate action is taken.

1. All staff, partners, and volunteers should recognize the value of everyone ensuring compliance with this code, and there should be no retaliations with those who raise concerns, as this is done for the benefit of the people we aim to support.

1. Failure to report breaches of the code of conduct is also a breach of the code of conduct.



2. Every individual is held responsible for their own actions and staff, or volunteers may be dismissed from Irida Women's Center if the code of conduct is breached.