KEYANG TIPIN

CARE FOR GIRLS

Code of Ethics

keyangtipin@gmail.com | 1710 East Franklin St. #1075 Chapel Hill, NC 27514
US +1 (919)590-5904 | KE +254 721316917

At **Keyang Tipin Foundation**, we are committed to fostering a culture of integrity, respect, and accountability as we work to empower girls and women through education, protection, and skills development. Our Code of ethics outlines the values and principles that guide our work and ensure we uphold the highest ethical standards in all our interactions.

Vision : To create a world where every girl can go to school without the risk of harmful practices, and grow up in an environment where she is protected, empowered, and able to thrive. A world where girls and women have equal access to education, health, and opportunities to reach their full potential.

Mission : To empower girls and women in West Pokot by providing access to quality education, mentorship, and skills development. We aim to eliminate harmful practices such as FGM and early marriages, while promoting gender equality, menstrual health, and child rights. Through community-driven initiatives, we create safe spaces where girls can thrive, grow, and build brighter futures.

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Empowerment : We equip girls and women with the tools they need to lead their own futures.
Equity : We promote equal access to education, opportunities, and resources for all.
Community – We foster collaboration, inclusivity, and collective action to drive meaningful change.
Integrity : We uphold honesty, transparency, and ethical decision-making in all our activities.
Respect : We value and honor the dignity, rights, cultures, and experiences of the communities we serve.

Commitment & Ethical Responsibilities

Integrity & Accountability

- Act with honesty, truthfulness, and fairness in all professional and community interactions.
- Take responsibility for our actions and decisions, ensuring transparency in all operations.
- Avoid engaging in corruption, bribery, fraud, or any unethical conduct that could harm the foundation's reputation or mission.

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Respect & Non-Discrimination

- Treat all individuals, regardless of gender, age, race, ethnicity, disability, religion, or socioeconomic background, with dignity and fairness.
- Promote an inclusive and diverse workplace and program environment, ensuring that every voice is heard and valued.
- Prevent and address any form of harassment, discrimination, or abuse within the organization and in our work with communities.

Professional Conduct & Conflict of Interest

- Maintain professionalism and uphold the highest ethical standards in all engagements with partners, beneficiaries, and colleagues.
- Disclose and appropriately handle any conflicts of interest that may impact decision-making or compromise organizational integrity.
- Refrain from using organizational resources, information, or influence for personal gain.

Child Protection & Safeguarding

- Commit to safeguarding children and vulnerable persons from all forms of abuse, exploitation, and harm.
- Ensure that all employees, volunteers, and partners undergo training on child protection policies and adhere to strict safeguarding protocols.
- Report any suspected or actual cases of abuse, neglect, or exploitation immediately.

Compliance with Laws & Organizational Policies

- Adhere to all national and international laws governing nonprofit operations, labor rights, and human rights.
- Comply with Keyang Tipin Foundation’s policies, including data protection, workplace safety, and ethical fundraising.
- Cooperate fully with audits, evaluations, and other accountability mechanisms.

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Confidentiality & Data Protection

- Protect sensitive information about the organization, employees, beneficiaries, and partners.
- Maintain confidentiality in handling personal data and ensure its use aligns with ethical and legal standards.
- Avoid sharing confidential information with unauthorized parties.

Financial Responsibility & Transparency

- Ensure that all financial resources are used responsibly, efficiently, and solely for the intended purpose.
- Maintain accurate financial records and uphold transparency in reporting and accountability.
- Adhere to ethical fundraising practices and avoid misrepresentation of financial needs or program outcomes.

Reporting Ethical Concerns

- Staff and volunteers are expected to report any behavior that violates this Code of Ethics or poses a risk to the safety and well-being of individuals involved in the organization's programs. Reports should be made to the appropriate organizational leadership and will be addressed confidentially and responsibly.

Acknowledgment & Compliance

All employees, volunteers, and affiliates of Keyang Tipin Foundation are required to review, acknowledge, and commit to upholding this Code of Ethics.