

**Wadi Howar International Relief and Development (WHIRD)
Organizational Beliefs, Values, and Codes of Conduct Handbook**

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Table of Contents

No	Topic	Page
1	The Nature and Role of the Ethical Code of Conduct	2-2
2	WHIRD's Vision & Mission	2-2
3	WHIRD's Fundamental Beliefs and Values	3-3
4	External Codes of Conduct to Which We Subscribe	3-3
5	The WHIRD Code of Conduct	4-4

1. The Nature and Role of the Ethical Code of Conduct

As an international humanitarian organization dedicated to providing relief and development in crisis-affected regions, particularly in Sudan and surrounding areas, WHIRD believes it is essential to clearly articulate the ethical standards guiding our operations. WHIRD's staff, board of trustees, and senior management have adopted these ethical values as a living framework, available for sharing with stakeholders, partners, and donors.

Ethics at WHIRD focuses on establishing reasonable and universal standards for human conduct, emphasizing principles such as truthfulness, honesty, trust, sincerity, and justice. These standards apply to all activities, from disaster response to sustainable development. Drawing from global humanitarian traditions and best practices, WHIRD aligns with universal values that promote success through actions that invite good, enjoin what is right, and forbid what is wrong.

In a broader context, ethical conduct fosters moral communities where diverse groups collaborate for the common good. WHIRD's Ethical Code of Conduct serves to:

- Provide moral, ethical, and professional guidance to all employees and partners.
- Set organizational standards for performance measurement and evaluation.
- Inform beneficiaries and donors of the expected quality of services.

Implementation: The code is embedded in WHIRD's policies, procedures, staff induction, training, and Quality Assurance System. Partnerships require adherence through training and agreements.

Monitoring: Implementation is tracked via WHIRD's monitoring and evaluation framework, including local program reviews and external appraisals.

2. WHIRD's Vision & Mission

Vision: A world where communities in crisis, especially in regions like Sudan with over 13.5 million internally displaced persons (IDPs) as of mid-2025 (UNHCR Global Trends Report), have their basic needs met and can build resilient futures.

Mission: Inspired by humanitarian principles, WHIRD aims to be a global leader in:

- Assisting individuals, groups, and institutions to create safe and sustainable communities.
- Empowering the poor and suffering to achieve self-reliance with dignity.
- Facilitating support from donors to those in need.
- To achieve this, WHIRD raises funds, builds partnerships, and communicates key messages while:
 - Mitigating disasters, preparing for them, and providing relief and rehabilitation.
 - Promoting sustainable development in education, health & nutrition, water & sanitation, and income generation.
 - Advocating for the poor and suffering.
 - WHIRD operates without regard to race, gender, or belief, expecting nothing in return, aligning with the principle of selfless aid.

3. WHIRD's Fundamental Beliefs and Values

WHIRD's Conceptual Framework is rooted in humanitarian ideals, drawing from global best practices and the experiences of dedicated workers worldwide. This governs our worldview and operational approach.

Beliefs: i. **The Right to Life with Dignity:** Everyone deserves an adequate standard of living and protection from harm. As of 2025, with 122.1 million forcibly displaced people globally (UNHCR), WHIRD upholds duties to preserve life and provide assistance, per international humanitarian law.

ii. **The Right to Humanitarian Assistance:** Humanitarian aid is a duty to support those in need, regardless of background. WHIRD views humans as custodians of resources, accountable for aiding the vulnerable.

iii. **Poverty is Avoidable and Must Be Addressed at Its Roots:** Poverty often stems from human actions; WHIRD tackles causes through integrated approaches, collaborating across sectors and borders.

iv. **Accountability:** WHIRD is accountable to beneficiaries, donors, colleagues, authorities, and ethical standards.

v. **Charity in Many Forms:** Any act benefiting others, from small gestures to large-scale programs, is valued.

vi. **Peaceful Conflict Resolution:** WHIRD promotes negotiation to resolve disputes.

vii. **Holistic Development:** Balances material, intellectual, and spiritual growth in harmony with communities and the environment.

viii. **Empowerment:** Programs empower locals to control their lives and services.

Values: i. **People-Driven:** Preserve dignity, involve beneficiaries, communicate courteously, respect laws, and empower staff.

ii. **Pioneering & Risk-Taking:** Innovate, overcome challenges, and respond flexibly.

iii. **Neutrality:** Remain impartial in conflicts and independent in decisions.

iv. **Integrity:** Act with sincerity, honesty, and best practices.

v. **Diversity:** Serve all regardless of background.

vi. **Co-operation & Partnership:** Collaborate for efficiency and impact.

4. External Codes of Conduct to Which We Subscribe

WHIRD adheres to key international standards:

- **Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief (1994):** Guides ethical behavior in disasters.
- **Sphere Standards - Humanitarian Charter and Minimum Standards in Disaster Response (2018, with 2021-2025 Strategy):** Ensures access to essentials like water, food, shelter, and health; WHIRD applies these to reduce morbidity and mortality.
- **Core Humanitarian Standard on Quality and Accountability (CHS 2024):** Successor to the People in Aid Code; includes 9 commitments for principled, accountable aid, updated in March 2024 for user-friendliness and community focus.

5. The WHIRD Code of Conduct

As a humanitarian organization focused on regions like Wadi Howar in Sudan, WHIRD promotes tolerance, understanding, and transparency.

In Our Humanitarian Work:

1. **Humanitarian Imperative First:** Prioritize alleviating suffering; adhere to humanity and impartiality principles.
2. **Aid Based on Need Alone:** Assess needs thoroughly; ensure proportionality and women's roles.
3. **No Political or Religious Bias:** Assistance not tied to opinions.
4. **Independence from Governments:** Formulate policies independently; avoid misuse for non-humanitarian purposes.
5. **Respect Culture and Custom:** Honor local structures.
6. **Build on Local Capacities:** Employ locals, prioritize coordination.
7. **Involve Beneficiaries:** Achieve community participation.
8. **Reduce Vulnerabilities:** Promote sustainability, minimize dependence.
9. **Accountability:** Transparent dealings; monitor and report impacts.
10. **Dignified Portrayals:** Highlight capacities in publicity; avoid media competition.
11. **Uphold Sphere Standards:** Commit to minimum requirements for life with dignity.
12. **Inform Standards:** Consult stakeholders on programs and mechanisms.
13. **Safe Complaints Mechanisms:** Enable safe reporting and redress.
14. **Promote Empowerment:** Partner with affected people in all stages.
15. **Work with Partners:** Collaborate for sustainability.
16. **Ensure Accountability:** Monitor projects; hold duty-bearers responsible.
17. **Address Discrimination:** No tolerance for denial of rights.
18. **Non-Violent Conflict Resolution:** Promote peaceful means.
19. **Safe Environment for Children:** Protect welfare.
20. **Protection from Exploitation:** Prevent sexual abuse; observe minimum behaviors.
21. **Sustainable Results:** Ensure lasting improvements.
22. **Integrated Approach:** Holistic poverty alleviation.
23. **Institutional Learning:** Review, evaluate, and share knowledge.
24. **Promote Disability Inclusion:** Integrate strategies for people with disabilities.
25. **Standards with Partners:** Ensure adherence in collaborations.

In Managing Our Staff: 26. Human Resources in Plans: Central to strategy.

27. **Fair Policies:** Effective, transparent, beyond minimum requirements.
28. **Support and Leadership:** Equip managers for staff development.
29. **Dialogue:** Consult staff on employment matters.
30. **Diverse Workforce:** Attract skills for objectives.
31. **Learning and Development:** Promote training.
32. **Staff Security and Well-Being:** Duty of care for physical and emotional health.