



Grand Challenges Canada®  
Grands Défis Canada

## Code of Conduct Policy

### Summary

The Grand Challenges Canada (“GCC”) code of conduct (“Code”) defines the highest standards of behaviour expected of all GCC representatives. All GCC representatives are expected to follow [GCC’s policies](#) on ethical behaviour, anti-discrimination and respect to ensure all interactions are done with fairness, dignity, and are free from real or perceived conflicts of interest. Grand Challenges Canada has a zero-tolerance policy for any abuse, bullying, sexual harassment, sexual exploitation or other inappropriate conduct.

### Application

This Code applies without exception to all employees, summer students, contract employees, officers and directors, committee members, volunteers and all innovators and their sub-grantees (whether funded by a grant, contract, sub-grant, loan or otherwise), and consultants, as well as any third parties who act as representatives of GCC (“GCC representatives”). It is expected that each individual to whom this Code applies will comply with the Code and its principles, and perform their job, services or project activities honestly and in a manner consistent with the values and policies of GCC. GCC takes any form of abuse, bullying, sexual harassment, sexual exploitation or other inappropriate conduct seriously and has policies in place to take action should an issue ever arise.

### Ethical Behaviour

GCC Representatives act on behalf of the organization. These interactions must therefore meet the highest standards of ethical and professional behaviour that upholds the reputation of the GCC. Arrangements and relationships entered into, whether with or on behalf of GCC, must be free from bias, conflict of interest or the undue influence of others. Particular care must be taken by staff who are directly involved in the management of a program, procurement, contract or relationship with GCC, where key stages may be susceptible to undue influence.

Not every situation or circumstance can be addressed specifically in the Code. The principles and statement of values outlined in the Code are expected to be applied by GCC Representatives in exercising judgment and in conduct when facing questions, concerns or issues whether or not they are expressly covered in the Code.

### Statement of Values

#### Respect for People

Treat all people with respect, equality, dignity and fairness. A respectful environment contributes to a safe and healthy work environment that promotes engagement, openness and transparency. The diversity of our people and the ideas they generate are the source of our innovation. GCC Representatives must not engage in any type of any abuse, bullying, sexual harassment, sexual exploitation or other inappropriate conduct. Anyone found to be in violation of the above will be

subject to appropriate consequences, which could include immediate termination of funding and/or employment or engagement.

#### Integrity and Stewardship

Integrity is the cornerstone of good stewardship of resources. By upholding the highest ethical standards, GCC Representatives conserve and enhance public and donor confidence in the honesty, fairness and impartiality of the resources allocated to support work in all the communities we seek to serve, both domestic and international.

GCC Representatives are entrusted to use and care for public resources responsibly, for both the short term and long term while seeking to improve value for money. GCC Representatives are expected to use the resources they are allocated in a prudent and responsible way.

#### Transparency and Accountability

GCC Representatives should be open and honest in all their interactions and relationships. Representatives will be held responsible for their actions and accountable for their behaviour.

#### Excellence

Excellence in the design and delivery of programs and services is the only way to achieve greatest impact to our end beneficiaries. Engagement, collaboration, effective teamwork and professional development are all essential to a high-performing organization.

#### Commitment to GCC's Mission, Vision and Value Proposition

**Vision:** A world in which innovation accelerates the achievement of Sustainable Development Goals.

**Mission:** To catalyze innovation that saves and improves the lives of the most vulnerable in Canada and low- and middle-income countries.

**Value Proposition:** GCC is an innovation platform that seeds and transitions to scale scientific, social and business innovation to drive sustainable impact at scale. The platform:

1. Leverages resources and expertise from public, private and philanthropic partners;
2. Deploys both grant and non-grant financing;
3. Supports gender equality in all aspects of our organization and programming; and
4. Applies the best of public and private approaches to evaluate impact and manage risk, knowledge and to ensure affordable access

#### **Reporting Breaches or Concerns of Any Form**

If you have doubts about a course of action or the conduct that is appropriate for a particular situation and the Code does not clarify the issue for you, you should seek advice and direction from your manager or a member of senior management (for GCC employees), from the Chair of the GCC Board (for the CEO, directors and committee members), or from your primary GCC contact (for innovators). A breach of the Code is serious and can result in action by GCC, up to and including immediate termination of employment, engagement and/or funding, and possibly

the requirement to return any GCC project funds expensed. If you are unsure of who to contact, please email: [info@grandchallenges.ca](mailto:info@grandchallenges.ca) for additional assistance.

### **Grand Challenges Canada Employee-Specific Policies**

GCC employees are required to adhere to the University Health Network policies, in addition to those listed here.

### **Partner Policies and Codes of Conduct**

GCC is supported by many funding partners, which have their own policies and codes of conduct, including, but not limited to Global Affairs Canada, USAID, DFAT-Australia, DFID-UK, Bill & Melinda Gates Foundation (hyperlinked to policies or statements of funding partners). For those GCC Representatives supported by funding from any of the partners above or a partner not listed, you are expected to familiarize yourself with the respective policies and ensure that you are compliant, which may extend beyond the items outlined in this Code.

In addition, these policies apply to any Innovator's sub-grantees and/or sub-contractors. Lastly, there may be other terms in your grant or loan agreement, contract or any other official term of engagement with GCC which may outline additional requirements that you are required to follow.

### **Appendix A**

Global Affairs Canada Statement from the Minister of International Development.



MAY 25 2018

Dear Partner:

The Government of Canada is committed to supporting international assistance policies and programs that are grounded in respect for human rights. Partnerships with Canadian civil society organizations are central to the delivery of Canada's international assistance programs.

Canada recognizes that the cases of sexual exploitation and abuse that have appeared in the media earlier this year do not represent the work of the vast majority of aid workers, nor are they unique to any single organization. International assistance workers are courageous people who often face grave risks in their daily efforts to assist people affected by crises around the world. The reprehensible misconduct of a few individuals is not a reflection of the quality and professionalism that humanitarian and international development workers demonstrate day in and day out.

Canada strongly condemns all forms of sexual exploitation and abuse in international assistance. We all have the responsibility to step up to address these issues and produce a real shift in how we work. Appropriate steps must be taken to prevent, respond to, and protect beneficiaries of Canadian international assistance funding from sexual exploitation and abuse.

We must work together to find solutions that build on the efforts and commitments that many of you have already made to both prevent and respond to sexual abuse and exploitation, and support survivors in countries where we work.

With that in mind, I am writing today to clearly state the expectations that Global Affairs Canada has of your organization:

- A culture of zero tolerance for sexual exploitation and abuse in all international assistance settings;
- High standards for vetting and referencing staff within your organization;
- Clear publicly available policies and procedures, including codes of conduct, covering sexual exploitation and abuse;
- Accountability mechanisms integrated throughout the organization including roles and responsibilities to ensure monitoring, and compliance with, the code of conduct;

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- Training on prevention of sexual exploitation and abuse and remedial measures when misconduct is found;
- Anonymous and confidential reporting mechanisms to protect victims and whistleblowers and ensure that they receive the support they need;
- Monitoring and investigation procedures for all cases of alleged sexual exploitation and abuse, and referral to the relevant authorities in cases of criminal conduct;
- Annual reporting to the public of the number of alleged and confirmed cases of sexual exploitation and abuse including measures taken;
- Informing Global Affairs Canada immediately of alleged cases of sexual exploitation and abuse.

Global Affairs Canada is committed to supporting collective efforts to strengthen the international system's ability to mitigate the risk of, and respond to, sexual exploitation and abuse, to protect the very people we are all trying to assist and also to ensure the trust of Canadians in our international assistance.

We welcome the efforts of Canadian partners to take stock of existing policies and mechanisms, and to improve the tools available to prevent, safeguard, investigate and support victims. We are committed to supporting you to identify best practices, develop policies, guidelines and tools to help fill identified gaps, and contribute to building capacity within the sector.

We look forward to working with you over the coming months on the above-mentioned issues and to provide assistance.

Sincerely,

A handwritten signature in blue ink, appearing to read "M.C. Bibeau".

The Honourable Marie-Claude Bibeau, P.C., M.P.