Ethic code

Ca-minando Fronteras

CA-MINANDO FRONTERAS

1. CODE OF CONDUCT

The Code of Conduct (hereinafter also referred to as the “Code”) is the reference document that establishes the rules for responsible behavior, which all members of the Collective, as well as the individuals and organizations with whom it interacts, must be aware of and comply with. It outlines the ethical values, commitments, and best practices that must be applied in the performance of daily functions and activities, in line with the aforementioned objectives.

1. Vision

As an organization, we believe in a world where the right to freedom of movement is respected.
A world in which the human rights of people on the move are guaranteed.
A world without borders.

2. Mission

We promote access to rights and the protection of life in border spaces, working in networks with migrant communities in the pursuit of justice, truth, and reparation for victims of border violence and their families.

3. Values

We work from a transnational, transcultural, anti-racist, and feminist perspective through which we denounce borders as spaces of impunity.

2. Principles of Conduct

1. Human and Labor Rights

Every person associated with the Collective works with commitment and respect for the Human and Labor Rights recognized in national and international legislation, and with the principles on which the Universal Declaration of Human Rights, the International Labour Organization (ILO), and the United Nations Global Compact are based.

2. Confidentiality of Information

Every member or collaborator of the Collective must, in the performance of their duties, adhere to the principles of good faith, discretion, professionalism, and confidentiality, and may not provide third parties-either during the collaboration or after its termination-with any information obtained without the express authorization of the Collective.

3. Data Protection

The communication of personal data in the context of either employment or volunteer relationships is a necessary requirement. Each party will process personal data for the purposes of establishing, developing, and monitoring the relevant functions; maintaining professional relationships; and, where applicable, fulfilling their respective legal obligations.

The representative of a member or collaborator of the Collective may exercise their rights of access, rectification, erasure, objection, restriction, and portability by sending an email to info@caminandofronteras.org.

4. Brand, Image, and Corporate Reputation

All persons associated with the Collective shall avoid any conduct that could damage its image and, consequently, shall refrain from using its name, brand, or distinctive signs for purposes other than those defined in its mission, vision, objectives, and principles. Any intervention on behalf of the Collective must be carried out with its express authorization.

5. Respect for the Environment

Respect for the environment is one of the guiding principles behind actions that are always aimed at minimizing the environmental impact of activities, using equipment and facilities as efficiently as possible, and based on the principle of reducing materials used whenever possible.

6. Equal Opportunities and Non-Discrimination

In accordance with the Collective's mission, vision, and values, members and collaborators must not only avoid any form of discrimination but also act to contribute to the construction of a feminist, anti-racist, and transcultural society. All persons associated with the Collective are required to commit to preventing any form of discrimination.

7. Resources and Means for Professional Activities

All resources provided by the organization to employees and volunteers shall be used exclusively for carrying out the activities defined by the Collective, refraining from using them for any other unauthorized personal purposes. Whenever possible, the Collective will strive to provide all necessary resources for the performance of the organization's activities.

8. Relationships with Suppliers and Partner Companies

The aim is for suppliers and external collaborators to be governed by principles and policies aligned with those described in the Code, and relationships will be avoided with those whose principles differ from those proposed by the Collective. Likewise, ongoing and close relationships will be fostered with those suppliers and collaborators with whom there is a positive track record of working together.

9. Corruption and Bribery

All members of the organization are strictly required to comply with laws against bribery and corruption.

10. Child and Adolescent Protection Policy

The best interests of children and adolescents constitute a fundamental principle in the legal system of the Spanish State. The Collective is obligated, in any situation of observed neglect, to report it to the relevant and competent authorities, without prejudice to providing the minor with any immediate assistance they may require. The best interests of the child will be taken into account, with the understanding that this is oriented towards ensuring dignified living conditions within their family or household environment.

In the event of suspicion or proven commission of an offense involving a minor, the Collective reserves the right to remove the person(s) involved until responsibilities are clarified and to take measures in accordance with the applicable legislation.

11. Prevention of Conflicts and Prohibition of Workplace Harassment

Any person associated with the organization is obliged to maintain correct, diligent, and inclusive behavior towards all members and beneficiaries of the association's projects. Therefore, any behavior or activity that could be understood as harassment-whether physical, sexual, psychological, moral, or workplace harassment-is strictly prohibited for all members or collaborators of the Collective.

12. Compliance and Internal Supervisory Bodies

The Collective will implement the necessary measures for the effective application of this Code, ensuring it is disseminated and accessible to all members of the organization, who shall be aware of and carry out their activities in accordance with what is established in this Code.

Ignorance of the Code will not exempt anyone from compliance, and any breach may be sanctioned in accordance with applicable labor regulations. In the event of an infraction under the Code that could constitute a criminal offense, the Collective may take the corresponding legal action.

NOTE: Protocol reviewed and approved by the General Assembly of Members of Caminando Fronteras on June 18, 2025.

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