

The Ethical Code of Conduct of the Finnish Foundation for Media and Development (Vikes).

The ethical principles of the Finnish Foundation for Media and Development (Vikes) impose obligations on staff and board members and guide their actions. The ethical principles also bind voluntary workers when they participate in an activity organised by Vikes or act on behalf of Vikes. The board and the executive director are tasked with informing the working community of the ethical principles and monitoring compliance. Allegations of any activity in contravention of the ethical principles will be investigated and corrective measures will be taken as necessary.

1. Vikes promotes pluralism and freedom of speech as the foundation of democracy and societal development. We draw attention to everyone's right to receive information and opinions and we support the responsible exercise of freedom of speech in media and communications.
2. Vikes respects human rights, equality, and equal opportunities. Our activities shall remain free of any discrimination, including discrimination associated with religion, political or other ideology/opinion, conviction, gender, ethnic origin, caste, language, health situation, disability, sexual orientation, gender identity, age, or other personal characteristic.
3. Vikes activities and operations are nonpartisan in regard to ideology, faith, or political views.
4. In development cooperation Vikes operates in areas where freedom of speech needs defenders the most and where cooperation and expertise offered by Vikes are needed. We strive to change the existing unjust or discriminatory attitudes and structures as well as strengthen, in media and thus in societies, the voice of those who face discrimination.
5. Vikes' development cooperation activities are always performed in cooperation with local partners. In the work, we emphasize equal participation and shared learning. The initiative for cooperation usually comes from local actors, and they have the ownership of the projects. Vikes provides its partners with expertise and added value that would not be available for them if they operated alone.
6. Vikes encourages peaceful dialogue and works to promote peace and partnership in communities.
7. Vikes adheres to the principles of good governance. We do not tolerate corruption, malpractice, or criminal conduct in our activities or operation and we require the same from our partners. In our procurement, we strive to make choices that ensure economic, social, and ecological sustainability.
8. Vikes operates in an open and transparent manner, while ensuring that our activities and operations do not compromise the safety or privacy of others.
9. Vikes enforces zero tolerance on sexual abuse, sexual violence, and sexual harassment, as well as on discrimination and abuse of power. We require the same from our partners.