



**NGO**  
DELEGATION TO THE  
**UNAIDS PCB**

# Code of Conduct

Last updated August 2023

We agree that, while working together as a Delegation to achieve our Mission, we:

1. **Respect diversity and are culturally sensitive;**  
We welcome and honor our diversity –gender, racial, sexual, lifestyle, and personal history—and endeavor to continually deepen our understanding of each other’s cultures.
2. **Foster a culture of inclusion;**  
We encourage each other to be fully and naturally ourselves and treat each other as equal partners.
3. **Co-lead and work together as a team;**  
We, variously take the lead and encourage each other to lead and co-lead, making all crucial decisions by a consensus process. We strive to have a balanced workload.
4. **Value each other's knowledge and skills;**  
We seek each other’s specific area(s) of expertise in the pandemic and encourage each other to employ and share our skills.
5. **Maintain integrity, professionalism, and a high standard of ethics;**  
We are honest, friendly, respectful, and collegial with each other.
6. **Create a safe space for open dialogue;**  
Because we believe that every voice matters, we encourage each other’s honesty, invite constructive and respectful disagreement, and do not attack those who disagree.
7. **Communicate clearly and considerately;**  
We speak clearly, slowly, and concisely, and we are considerate of those for whom English is a second language.
8. **Respect confidentiality;**  
We will not share information that is conveyed either as personal information or marked as confidential.
9. **Actively participate and contribute to the best of our abilities;**  
We will strive to balance workloads and encourage delegates to grow in their capacities.
10. **Engage passionately;**  
We welcome each other’s perspectives and passion.
11. **And are accountable to ourselves, each other, the PCB, and broader civil society.**  
We hold each other and ourselves accountable, take ownership of our failures, and celebrate our successes.