

BEACON OF LIGHT ASSOCIATION (BeLA)



ETHICS CHARTER

1. INTRODUCTION

Beacon of Light Association (BeLA). BeLA is a grass root non-profit organization founded in 2016 and official registered in April 2019 with the competent authorities in Bamenda to respond to the needs of women and youth in Cameroon. Bamenda is located in Mezam Division, North West region of the Republic of Cameroon. The work and efforts of BeLA targets all categories of women and young people with focus on the most disadvantaged and vulnerable. The choice of this group of target beneficiaries is guided by the fact that most development efforts and intervention does not fully engage and mainstream women and youth in their interventions. BeLA's strategic focus is to facilitate a platform and create a safe space for women and youth to unleash and realize their potential while achieving lasting positive change in their lives while also engaging in community development.

BeLA seeks to empower women and youth by promoting basic human right and providing appropriate information and skills so that they make informed decisions, thereby grooming a new generation of healthy, educated and highly esteemed women and youth who possess both hard and soft skills; are gender sensitive, actively participating in the economic sphere and are able to make the right choices and decisions at individual, family, community and national levels. To achieve this dream, BeLA strives to provide a wide range of holistic support services in-order to ensure that women and young people are fully empowered and exposed to opportunities for their individual and community success.

The following thematic areas (intervention pillars) formulate the building blocks for BeLA's work;

(i) Sexual and Reproductive Health and Rights

(ii) Gender Based Violence

(iii) Economic Empowerment and Social Integration.

The work of BeLA in all these thematic areas will be underpinned by capacity building and skills development.

2. MANDATE AND SCOPE OF WORK

2.1 About

Beacon of Light Association (BeLA) is a grass root development, non-profit and nonpartisan organization founded and run by like-minded professionals who are passionate and dedicated to improving the lives of destitute and vulnerable women and youths. BeLA is a grant seeker (not a grant maker yet) with headquarters in Bamenda and governed by Cameroon law N°:90/053 of 19th December 1990. Founded in 2018, BeLA obtained her legal authorization in April 2019 following Registration N°: **32/E.29/1111/VOL.8/ALPAS** with all its team made up of volunteers.

2.2 Vision

BeLA dreams of a world where women and youth feel safe and empowered to excel while impacting their community.

2.3 Mission

BeLA is on a mission to promote and protect the rights of women and youth while leveraging capacity development and sports to rescue, transform and engage stakeholders to build better and safer communities.

2.4 Objectives

- To provide women and youth with equal opportunity in life void of violence and oppression.
- To improve the livelihood of women and youth by reducing barriers that prevent gender equality and fundamental human rights.
- To promote sports for development as an instrument for social acceptance and integration.
- To promote sexual and reproductive health and right while combating gender-based violence in all its forms

2.5 Target Beneficiaries

Our efforts target mainly women and youth in both rural and urban settings.

2.6 Thematic Areas

The work of Beacon of Light Association focuses on the following four thematic areas:

- Sexual and Reproductive Health and Rights

- Gender Based Violence
- Economic Empowerment and Social Integration

2.7 Core Values

The following core values inform our work and guide how we relate with stakeholders at various levels:

- **Empathy:** We focus on understanding the thoughts, feelings, and emotional state of those we serve.
- **Dedication:** We are fully engaged in whatsoever we do and are committed to doing better in all aspects of our work.
- **Ethics:** As agents of change, we respect the ethics and best practices that govern the conduct of our work at all levels.
- **Advocacy:** We are dedicated to the practice of supporting our clients to make their voices heard.
- **Teamwork:** We leverage collaboration through volunteerism to engage stakeholders achieve a common goal.

We are committed to:

- Acting honestly, truthfully and with integrity in all our transactions and dealings;
- Avoiding conflicts of interest;
- Appropriately handling actual or apparent conflicts of interest in our relationships;
- Treating our beneficiaries fairly;
- Treating every individual with dignity and respect;
- Treating our employees with respect, fairness and good faith and providing conditions of employment that safeguard their rights and welfare;
- Being a good corporate citizen and complying with both the spirit and the letter of the law;
- Acting responsibly toward the communities in which we work and for the benefit of the communities that we serve;
- Being responsible, transparent and accountable for all of our actions; and
- Improving the accountability, transparency, ethical conduct and effectiveness of the nonprofit field.

2.8 Guiding Principles

- **Gender Sensitivity:** BeLA believes in the elimination of all forms of discriminations, stigmatization, segregation, and stereotypes that negatively affect our members, staff, and other stakeholders, based on their gender.
- **Respect for human rights:** Respect for human rights is an inherent condition and held at the top of our priorities as agents of change.
- **Collaboration:** BeLA commits to fully engage her clients, host community, key stakeholders for a common purpose.

2.9 Approach and Model

The work of Beacon of Light Association (BeLA) is sanctioned by a bottom-up participatory approach to development. BeLA believes that reaching out to women and youths on a regular basis does not offer them a chance to maximize their full potential. That is why we leverage capacity development and providing access to equal opportunities for their individual transformation. That is why our work in all the three thematic areas is underpinned by capacity development and respect for human right. This to us is considered essential ingredients for success in today's ever-changing world.

3. APPLICATION OF BeLA'S ETHICS CHARTER

The ethics charter and its 3 principles apply:

3.1 To all of the Group's employees and volunteers

BeLA expects its employees to act in accordance with the organization's ethical principles, in all circumstances, and whatever their jobs, level of responsibility and contacts. A healthy working environment contributes to the successful operation of the organization and to employee well-being. The organization therefore pays great attention to quality of life at work. Respect and trust must guide relationships between employees and dialogue with social partners. Everyone, from board members to employees, has the responsibility never to act in any way which might raise the slightest doubt about the organization's ethics. BeLA's directors and managers are the primary promoters of the organization's Ethics charter and its everyday application among employees and stakeholders. While managers must verify that their employees are familiar with their ethical and legal obligations, it is even more important that they should make sure that practices reflect those

obligations. When using of sanctions in case of infringement of ethical and legal obligations, it is done in accordance with local law and practice.

3.2 To the organization's stakeholders

BeLA applies its ethical principles to its relationships with all parties, beneficiary communities or non-governmental organizations (NGOs). The organization promotes these principles among all of its stakeholders. Regarding beneficiaries, the organization pays utmost attention to their satisfaction, based on quality products and services, an open dialogue, procedural transparency, honoring commitments and respecting rules of competition. In their dealing with all stakeholders, BeLA's employees behave loyally, and show fairness and impartiality in negotiations. They ensure that the ethical concerns of partners, suppliers, service providers and subcontractors are compatible with those of the organization, and bring BeLA's Ethics charter to their attention. The organization requires its contracts with partners, suppliers, service providers and subcontractors to include a clause stipulating compliance with BeLA's commitments in the areas of human rights and fighting corruption, on the part of both the parties and their own partners. The Group looks into the integrity and the reputation of its partners, suppliers, service providers and subcontractors.

3.3 To society as a whole

The organization applies its ethical principles wherever it is present. It conducts its activities in accordance with internationally recognized human rights. BeLA is socially responsible and committed to respecting the environment and cultural diversity, and minimizing its ecological impact in the communities where it develops its activities. It communicates openly about its achievements and its challenges in this area, and cooperates with environmental and humanitarian non-governmental organizations (NGOs).