

Dairy Science Park

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Code of Conduct and Ethics Policy

- 1. Purpose:** This Code of Conduct establishes the ethical principles and behavioral standards expected from all members, office bearers, experts, advisors, partners, and affiliates of the Dairy Science Park (DSP). It aims to ensure integrity, professionalism, accountability, and a safe, respectful environment for all beneficiaries and stakeholders.
- 2. Core Principles:** All individuals associated with DSP shall:
 - Uphold honesty, transparency, and professional integrity in all activities
 - Respect diversity, cultural values, and human dignity
 - Act in the best interest of beneficiaries and stakeholders
 - Avoid conflicts of interest and misuse of authority or resources
- 3. Safeguarding and Zero Tolerance:** DSP maintains zero tolerance for:
 - Sexual exploitation, abuse, or harassment
 - Discrimination, intimidation, or coercion
 - Any form of abuse, neglect, or violation of beneficiaries, staff, or partners

All interactions during meetings, field visits, training, and institutional engagements shall remain professional, respectful, and ethical.

- 4. Professional Conduct:** Members and representatives of DSP are expected to:
 - Comply with applicable national laws and international ethical norms
 - Maintain confidentiality of sensitive information
 - Use DSP's name, resources, and partnerships responsibly
 - Promote cooperation, dialogue, and peaceful resolution of issues
- 5. Reporting and Accountability:** Any concern, grievance, or suspected violation of this Code may be reported to the **General Secretary**. Serious matters shall be reviewed in consultation with the **President and/or Executive Body**, and appropriate action shall be taken in accordance with the DSP Constitution and governance framework.
- 6. Compliance:** Adherence to this Code of Conduct is mandatory for all DSP members and affiliates. Violations may result in corrective measures, suspension, or other actions as deemed appropriate by the governing bodies of DSP.