

Code of Conduct Policy

Our Core Values

At CSA, our values shape how we work, how we treat one another, and how we engage with the world. These principles define our culture and guide our decisions:

1. Commitment to inclusion, equality, and justice—social, economic, and environmental
2. Challenging the status quo
3. Fostering innovation and continuous learning
4. Conducting high-quality, ethical research
5. Upholding respectful, ethical, and safe work environments
6. Promoting rights-based, evidence-driven practice
7. Ensuring research transparency
8. Advancing gender equality
9. Zero tolerance for discrimination
10. Zero tolerance for sexual harassment

Our Standards of Conduct

Our Code of Conduct reflects CSA's expectations of professional, ethical behavior. These standards apply to everyone affiliated with CSA and guide how we work internally and externally.

We Commit To:

- Treating colleagues and others with dignity, respect, and fairness.
- Embracing and celebrating diversity in all its forms—cultural, ethnic, gender, sexual orientation, religious, or otherwise.
- Rejecting all forms of discrimination and harassment.
- Conducting ourselves with honesty, transparency, and professionalism in all interactions.
- Maintaining clear boundaries between professional responsibilities and personal interests.

Professional Behavior Expectations

CSA expects all employees and affiliates to:

1. **Promote Respect and Collaboration:** Foster teamwork, openness, and respect in all interactions.
2. **Maintain Ethical Standards:** Be fair and objective in decision-making. Do not offer or accept bribes, favors, or benefits that might influence decisions.
3. **Protect Confidential Information:** Handle sensitive information with care and confidentiality.
4. **Communicate Responsibly:** Represent CSA truthfully and professionally, avoiding political, religious, or personal bias.
5. **Act with Integrity:**
 - Refrain from violence, harassment, or inappropriate language.
 - Manage organizational resources honestly and transparently.
 - Avoid unauthorized outside employment or freelance work.
 - Accurately maintain attendance and employment records.
 - Refrain from substance abuse in the workplace.
 - Respect and follow local laws and CSA safety policies.
 - Avoid misuse of CSA property or intellectual assets.
 - Follow lawful instructions from supervisors.

Consequences of Misconduct

Breaches of this Code will result in disciplinary action, which may include termination of employment or contracts.