

The Greenpeace Integrity System

“Our mission to protect the planet must not blind us to the reality of the work we have to keep doing to build and maintain our own organisation as a safe space for creative, collaborative activism.”

“There can be no peace without equity and no sustainability without peace.”

Jennifer Morgan and Bunny McDiarmid, Greenpeace International Executive Directors.

As Greenpeace our success depends on building a movement of people with the courage and conviction to help build a better world. The strength of this movement as well as the integrity and reputation of Greenpeace depends on the ability of its people to uphold and promote the highest standards of ethical and professional conduct.

The responsibility for upholding this integrity is shared and upheld by each staff member, in each NRO, and every country that we operate in as they work with communities to promote a green and peaceful future for us all.

This means we must have a strong framework to ensure our commitment to creating a working environment where people are not exposed to harassment, abuse, or discrimination.

These standards are set out in our Model Code of Conduct which clarifies what people can expect from each other and what Greenpeace expects of them in terms of acceptable behaviour. It sets out common basic principles and rules or standards, which alleviate doubt and give precise instructions for the conduct expected of Greenpeace people. These common principles and expectations are also laid out in employment contracts and related policies of each NRO in our network.

Building Integrity Together

All of us at Greenpeace have a shared responsibility for encouraging, advocating and promoting the code of conduct. We also have a role in implementing, monitoring and enforcing its standards. All staff are obliged to report to managers any concerns or suspicions regarding any activities that are in conflict with this code of conduct and which may compromise the integrity of the organisation.

Managers have a special responsibility to support and develop systems that maintain this environment.

Our methods of ensuring the organisation achieves its goal of building a diverse and inclusive movement have evolved, and will continue to evolve, over time.

In the last two years Greenpeace staff and leadership have recognised more work was needed to live up to this vision and developed a number of initiatives aimed at helping the organisation bridge this gap.

These include; increased resourcing and a specific team for implementing integrity, justice, safety and diversity measures. We have also created global initiatives such as; persons of trust positions and the creation of a Model Code of Conduct and supporting policies to assist individual NROs with this work.

In addition to creating new mechanisms we have also reinforced existing processes such as enhanced grievance channels at all levels of the organisation, and improving our support for victims and whistle-blowers.

Documents and Policies

All staff and volunteers who work with Greenpeace are expected to abide by these policies and principles.

- Model Code of Conduct
- Model Protocol for Handling Suspected Integrity Violations
- Model Preventing harassment and sexual harassment policy

These codes and protocols are enforced with a policy of zero tolerance meaning they will be applied to anyone inside Greenpeace regardless of their position, seniority, or length of service.

Zero Tolerance

Greenpeace has a Zero Tolerance approach to sexual, verbal, or physical assault or harassment and any kind of discrimination including that based on gender, race, sexual orientation, gender identity, faith, or other aspect of our beings.

In addition we also have a zero tolerance approach for perpetuating or enabling the kind of culture that allows sexual assault and fosters gender discrimination; this includes sexist jokes, putting women (and other) staff in positions they don't feel comfortable, disregarding the

contribution of women and gender non-conforming in our organisation, and other patriarchal or misogynistic behaviour.

Zero tolerance does not necessarily mean automatic termination; it means all concerns are taken seriously, investigated and prompt and appropriate action is taken without regard to seniority, length of service, or other forms of favouritism. This action could include a warning, sensitivity training, probation, or termination.

Statement of Purpose

Diversity and inclusion are more than just words for us. They're the hard-and-fast principles guiding how we build our teams and cultivate our leaders.

As we do our part to help build and guide a global movement these principles must continue to be the source of our strength and guide all our work. Greenpeace must be as diverse as the world we seek to engage in so we can find inclusive solutions for our collective future.

Inclusion means cultivating a culture at Greenpeace that proactively reflects how we want the world to be: collaborative, kind, open-minded, respectful and curious. It's about being open to different ways of seeing and doing things. Inclusion means we work actively to ensure that every employee, regardless of race, ethnicity, gender, age, sexual orientation, class, gender identity, disability or faith, can be engaged at work, respected in their strengths and weaknesses, and able to contribute to our goals to the maximum of their abilities.

Diversity

A diverse and inclusive community of staff, crew, board members and volunteers is the only way we can succeed in preventing global temperature rise to 1.5C.

This diversity strengthens the quality of our work, opens up new perspectives, expands our view, brings new ideas, and reveals new solutions.

To best play our part in the global movement it is important we have a diversity in terms of; country or region of origin (ethnicity), gender, life experience (class and formal education), and age. Increasing the diversity in our staff, volunteers, and movement partners in these respects will be an ongoing focus for Greenpeace in every NRO around the world.

Every email conversation, virtual community of practice, global meeting or skillshare is an opportunity to look honestly at our culture and processes to ensure the way the global organisation works is inclusive and increasingly diverse.

Confidentiality and Transparency

Our integrity department must carefully navigate the tension between confidentiality and transparency during and after investigations into possible violations.

Transparency is our working principle of disclosure that is considered and weighed against this right to privacy.

Greenpeace recognises confidentiality as the right, of both parties in an investigation, to privacy.

This right to confidentiality is also the duty of both parties in an investigation in order to help create sustain, and maintain a safe space. This safe space is essential before, during, and after the investigative process in order to create the conditions where people are able to comfortably bring forward issues with confidence.

If confidential information is disclosed by parties and the ability to make an objective assessment is affected by external pressures the investigation may be stopped. If this is found to have been a deliberate breach disciplinary measures may be applied.

Cases, Outcomes, and Resolutions

In 2018 there were in total more than 3000 Greenpeace staff working in our 28 Greenpeace national/regional organisations around the globe, beside thousands more volunteers and activists. We took part in hundreds of actions in over 50 countries and worked in large civil society coalitions as part of the wider environmental movement.

Between Q1 2017 and Q4 2018, 146 complaints were made to integrity officers globally covering concerns about integrity violations such as discrimination, harassment, and other forms of inappropriate behaviour.

Of the 146 complaints, 97 concerned harassment, sexual harassment or bullying.

Of these complaints 27 were not integrity-related and were redirected to other processes for resolution, 119 were investigated and 74 were upheld.

In 46 of these cases the disciplinary action resulted in the person leaving Greenpeace while the remaining breaches were dealt with through a mixture of training, formal warnings or mediation.

Long-term Plans

Over the next five years Greenpeace will continue to develop and drive initiatives to prevent, assess, and address integrity violations as well as championing diversity and inclusion in all our offices and activities.

We know fostering and improving the diversity and inclusion among our staff, crew, board and volunteers is an essential factor in our success and strengthens our overall organisation. It is also key to achieving the green and peaceful world we are fighting for.

We have specific resourcing in place to assist our work in increasing diversity with a number of initiatives in place to assist with this. Our statement of purpose also recognises that every single moment - from emails and global meetings to skillshares and actions are opportunities to live up to this goal.

Our work on integrity in the coming years will be focused on prevention through education alongside removing barriers for reporting and dealing with complaints.

We will also focus on being a more restorative organisation - this means fully embracing practices that have the potential to face up to historical wrongs and create a safer, happier and more effective workplace for everyone.