CODE OF CONDUCT
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INTRODUCTION

Ecosystem Restoration Camps is a global movement made up of people around the world who are working to restore our ecosystems. Our camps are safe places for people to stay, do impactful work and enjoy themselves. Our work is made possible by generous contributions from global citizens and supporting organisations, who give us their trust to fulfil our mission and vision.

VISION

We envision a fully-functional, peaceful, abundant, biologically diverse Earth brought about through cooperative efforts for the ecological restoration of degraded lands.

MISSION

1. To work together to restore ecological functionality (natural infiltration and retention of available rainfall and moisture, fertile organic soils and returning complete vegetative cover of trees and grasses) to designated areas;
2. To create “Research, Training and Innovation Centres for Ecological Restoration” to engage people in inquiry into ecological restoration;
3. To train people in existing techniques and for the innovation of new techniques for restoring degraded lands in perpetuity.
Our shared mission is underpinned by our Manifesto which is added to the end of this document.

We believe it to be important that everyone involved maintains a level of conduct that is conducive to creating the safe, respectful, impactful and joyful environment for all to collaborate in achieving our mission.

This Code of Conduct is signed by all individuals employed by the Ecosystem Restoration Camps and all volunteers working with Ecosystem Restoration Camps. Each organisation that organises a camp associated with the Ecosystem Restoration Camps will also follow and sign the code of conduct. Each camper will also sign this code of conduct the moment they arrive at camp.

The Code of Conduct covers 5 areas, each assigned their own chapter. When an issue or behaviour is not covered by this Code of Conduct, campers are encouraged to behave appropriately in line with locally or generally accepted norms and ethics.

The basic values of ERC
1. Transparency - We are transparent in everything we do;
2. Inclusiveness - We include all who want to collaborate;
3. Integrity - We approach all our decision making and activities with integrity;
4. Empowering others - We work to empower all who want to restore the earth;
5. Respectful: We respect each individual in their uniqueness
6. Action oriented - We do and learn by doing;
7. Collaborative - We work together in partnership;
8. Service focused - We serve those that wish to restore earth.

DEFINITIONS
Camper - any volunteer, visitor, participant in activities of ERC, or staff-person of a camp, a partner organisation or an employee, a council member or board member of the ERC Foundation. These are all the people that are building the
Ecosystem Restoration Camp movement, and we refer to them in this text as Camper.

Campsite - any affiliated or core-camp (sometimes called Hub) of the Ecosystem Restoration Camps movement.

Employee of ERC - all those who are either in a paid position or in a recognised and formalised volunteer position

Foundation - the legal entity in the Netherlands that is charged with the fundraising, management of funds and activities, and supporting the work of the Ecosystem Restoration Camps.

Partner-organisation - An organisation other than the Foundation that works with the Ecosystem Restoration Camps Movement. This may take the shape of any possible collaborative form, including the realisation and management of Campsites.

The Code of Conduct

Personal safety and assurance of joy

Each Camper adheres to all applicable laws of the place where the camp is located.

Each camper must make sure that they do not do anything that brings Ecosystem Restoration Camps, any Campsite and any person working for, any camper or visitor, or anyone else associated with Ecosystem Restoration Camps into disrepute.

Each camper creates an enabling and inclusive environment that aims for joy for all that are participating in ERC related activities.
Each Camper does not bully, intimidate, harass, or assault (physically or psychologically) any other Camper, or other visitor to a Camp, or support others who bully, intimidate, harass or assault other Campers.

Each Camper does not discriminate against others, or support others who discriminate against others, on the grounds of sex, pregnancy, breastfeeding, race, age, marital or domestic status, homosexuality, disability, transgender status, infectious disease, carer’s responsibilities or political, religious or other affiliation.

For the purposes of this code, “harassment” is any form of behaviour towards a person that: a) is not wanted by the person b) offends, humiliates or intimidates the person, and c) creates a hostile environment.

Each Camper respects personal values and beliefs of other campers and will also not stifle debate and discussion when it takes place in a respectful manner. Debate and discussion will be done with respect.

Each Camper ensures that work is done safely, with a clear view on preventing injury. In case of a calamity or injury, each camp will have procedures for medical support and/or evacuation in place.

Specifically, each Camper:

a) takes responsibility for their own health and safety;
b) takes reasonable care that his/her acts or omissions do not adversely affect the health and safety of other persons;
c) complies, so far as the camper is reasonably able, with any reasonable instruction that is given to ensure compliance with applicable laws and regulations or any policies or procedures adopted by the Camp or Foundation to ensure workplace health and safety;
d) reports accidents, incidents, near misses, to the Camp or Foundation and take part in any incident investigations.
Integrity

Campers involved in decision-making structures of the Foundation or Camps ensure that there is no conflict of interest resulting in personal gain or gain for another organisation that the Camper is involved. If a conflict of interest exists they will recuse themselves from decision making (not participate in the decision-making), making it clear to others involved in the decision-making process why recusal is necessary.

Conflict of interest occurs in situations where decision making may result in obtaining pecuniary gain for an individual or partner-organisation with whom the Camper is associated.

A camper do not steal from campers, camps or the Foundation.

Campsites and the Foundation endeavor to ensure that all traditional and legal-right holders to land being restored have given their Free, Prior and Informed Consent to the restoration activities taking place, the placement of a campsite, and the activities of campers.

Transparency

Campsites and the Foundation ensure that their decision-making, plans, reports, and data gathered through its monitoring and evaluation systems will be publicly available and published on the ERC website and Camp-specific information on Camp webpages. Campsites and the Foundation will use the ERC Monitoring and Evaluation system so that information gathered is uniform and shareable.

Campsites and the Foundation endeavor to proactively inform affected people and communities about restoration activities, as well as their impact.

Collaboration and Service

The Foundation carries out its activities in service to the Campsites and the broader restoration movement.
The Foundation seeks to co-create its work with its partner organisations, and the campsites.

Each Camper aims to develop its work in a participatory manner, including all interested and involved individuals.

The Foundation, the Campsite and the Campers work in service to restoring nature, implementing sustainable regenerative agricultural techniques, restoring communities and the sustainable livelihoods in harmony with nature that give people hope and a future.

Each camper will ensure that no waste is left behind, and will take care to not damage natural areas through their activities.

**Commitment**

Campers undertake the needed labour to realise their restoration plans.

Campers are self-reliant and independent individuals who rely as much as possible on their own resources.

Campers and Campsites perform their work in line with the mission and vision of the Foundation, and will not usurp the means of the Foundation and Camps for other purposes than achieving the mission and vision of the Foundation.

**Breach of this Code of Conduct**

When a breach of this Code of Conduct is determined the following steps will be taken. In the case that a conflict or breach is not resolved or remediated between the directly involved individuals (the preferred first step), an escalation path ultimately leading to the Supervisory Board of the Ecosystem Restoration Camps is provided. Nothing in the Code of Conduct or the procedures described below stands in the way of seeking redress through the appropriate legal system.
Step 1: The breach will be discussed with the camp organising entity and appropriate measures will be taken which may include

1) Remediation towards the offended Party
2) Agreement on steps to be taken to prevent further breaches

In extreme circumstances the breach may result in:

3) Removal from the Campsite
4) Release from any official duties with the Campsite or Foundation
5) Delivery to the local authorities for judicial prosecution.

Step 2: If step 1 does not result in an acceptable remediation or resolution of the situation, the complaint may be delivered to the Executive Director of Ecosystem Restoration Camps, through a direct e-mail to pieter@ecosystemrestorationcamps.org.

The executive director will hear all parties and determine which of the 5 actions as described in Step 1 may be taken.

Step 3: If step 1 and 2 do not result in an acceptable remediation or resolution of the situation, the complaint may be delivered to the chairman of the Supervisory Board. The Executive Director will provide the direct mail adress of the chairman to all involved parties.

The chairman of the Supervisory Board will discuss the situation with the Supervisory Board of the ERC. The Supervisory Board of the ERC will determine which of the 5 actions as described in Step 1 will be taken.

**Adherence**

I have read this code of conduct and the attached Manifesto. I have understood its contents. I will adhere to this Code of Conduct and I will speak out when I know that others who have signed this code of conduct are not acting in line with its contents.

Signed

Name:
Date:
Place
Function within ERC:
MANIFESTO

OUR SHARED PURPOSE

To work together to restore the natural abundance of the earth’s land where this has, through human activity, become degraded.

OUR VALUES AND COMMITMENTS

We are a global movement of humble, passionate individuals driven to act to reverse humanity’s negative impacts on the land that sustains life on earth.

We recognise that without thriving ecosystems we are nothing and feel a profound obligation to preserve and restore degraded land wherever it may be found.

We are not self-seeking but rather committed to working together towards a collective outcome that is bigger than any individual, that benefits us all, and that benefits future generations.

We willingly share our knowledge, our time, our expertise and our labour, making it as accessible as possible, knowing that we are doing the right thing.

We treat one another with respect and as equals in our shared endeavour, no matter how much or how little each of us may be able to give.

We communicate openly and honestly, celebrating our diversity, and embracing our differences without allowing these to impede progress towards our shared goal.

We act an open mind, open heart and open will, prepared to learn new skills and methods for land restoration from those with knowledge and expertise in this area.

We strive to communicate the essence of our work to others such that together we can build a movement that restores resilient abundance to land and ecosystems that we have degraded.