

ERC Integrity Policy

ERC Members Values

Economic Research Center (ERC) Members are obliged in their professional conduct to comply with the following values:

- Open minded/cosmopolitan outlook — remaining free from prejudice and bias, avoiding arrogance, being tolerant of differences and faithful to the Mission of the ERC
- Independence — acting only in the interests of the ERC and not those of outside parties (e.g., our region, country, political party, relatives, friends, or associates);
- Impartiality — being just and fair, receptive to the concerns of others;
- Integrity- always respecting the institutional integrity, and the integrity of ERC members and associates.
- Commitment to high quality work- producing high quality outputs, consultations and technical assistance.
- Audacity — raising and pursuing difficult societal questions, encouraging open discussions about controversial issues;
- Legally bound — supporting the rule of law.
- Honesty — being honest, telling the truth, keeping promises, and commitment in all that we say and do;
- Responsibility — pursuing excellence in all activities, promoting accountability;
- Competency — seeking to improve our own skills as well as those of others, striving for greater knowledge, and always using professional judgment and discretion;
- Respectfulness — treating ERC stakeholders and clients with respect and each other with courtesy and decency, listening to and acknowledging the views of others, honoring the rights of those affected by our decisions, and safeguarding their privacy and dignity;

Staff Relations and Anti-Discrimination

- ERC members ensure that others receive credit for their work and contributions.
- ERC members respect superiors, subordinates, colleagues and the public.
- ERC members take responsibility for their errors.
- ERC members are committed to a fair, equitable, and impartial treatment of all staff. Unfair, inequitable, and partial treatment is unacceptable and will not be tolerated. ERC members guard against treating any specific group or individual in a way that reflects bias or favoritism, or that produces undue advantages or disadvantages.

Other Relations and Conflicts of Interests

- ERC members are encouraged to engage in volunteer or charitable activities in good faith. ERC members maintain truthfulness and honesty and do not compromise them for advancement, honor, or personal gain.
- ERC Members zealously guard against conflict of interest or its appearance: e.g., nepotism, improper outside employment, misuse of ERC resources or the acceptance of gifts.
- Staff must disclose information when they are an officer, or owner, or have relatives that are owners or managers, or when they have a financial interest in any organization doing business with the ERC.

Relations in the Political Realm

- ERC members avoid political activities outside of work that may compromise our duties and responsibilities to ERC. Staff members may vote and belong to political parties, but shall refrain from partisan political activity, including becoming candidates for, or accepting appointments to, national public office
- ERC members do not institutionally endorse political candidates and political parties, nor do they participate in political campaigns. ERC experts who wish to participate in politics and/or endorse political candidates may do so only during their personal time and supported by their personal resources.
- A political party or an independent candidate cannot be clients of ERC.

Clients Relations

- ERC members will serve their clients with integrity, competence, and objectivity, using a professional approach at all times, and placing **the best interests of the client** above all others.
- ERC members will treat all client information that is not public knowledge as **confidential**, will prevent it from access by unauthorized people, and will not take advantage of proprietary or privileged information, either for use by them, their firm or another client, without the client's permission.