



Ethical Charter

of Fondacio

Approved by the vote of the Fondacio
Congress on June 19, 2026

Fondacio Ethical Charter

Preamble

This ethical charter applies to all members of the Fondacio association. For legal entities, their representatives undertake to promote it and ensure that its principles are respected by all persons acting within them: employees, committed members, managers, volunteers and interns in all countries where Fondacio members are present.

It aims to support consistency between our words, our spirituality, our practices and our responsibilities, with respect for individuals, consciences and institutional frameworks.

It complements the canonical statutes, the association statutes and the internal regulations of Fondacio. It constitutes a common reference point to prevent abuses, protect individuals and promote a culture of responsibility, transparency and vigilance.

01 Fundamental beliefs and ethics of relationships



In all our community activities, including animation, support, training, and social projects, whether acting professionally or as volunteers, we are committed to:

- **to respect the inalienable dignity of every person, regardless of their history, situation, frailties or beliefs, and to ensure respect for their physical, psychological, emotional, spiritual and social integrity;**
- **recognize the freedom of conscience, faith and inner journey of each individual;**
- **reject all forms of domination, instrumentalization or control, and promote appropriate, non-fusion relationships that respect the right distance;**
- **to welcome everyone without discrimination, in an attitude of listening, kindness and respect;**
- **to exercise responsibilities with discernment, humility, respect for others and accountability.**

Any relationship of help, support or authority requires particular vigilance regarding the power relations that it may induce.

02 Prevention of abuse and situations of control



To guarantee this ethical approach to relationships, particularly towards minors and any person in a vulnerable situation, Fondacio considers the following to be incompatible with its identity and responsibilities: abuses of power, spiritual or moral abuse, psychological abuse, sexual violence or any instrumentalization of a person's vulnerability and freedom.

Fondacio is committed to developing a culture of prevention through training, clarifying roles, supporting managers, and regularly reviewing practices. A prevention and protection officer is appointed in each country, reporting directly to the global manager.

All participants in Fondacio activities are encouraged to report any unethical, concerning, or abusive situation, confidentially, as a victim or witness, via the Je-Signale system set up by Fondacio: <https://fondacio.org/je-signal/>

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03 Personal and spiritual growth support



Fondacio recognizes the importance of personal and spiritual accompaniment as a privileged space for growth, freedom, and discernment. Because the person being accompanied opens themselves up with trust and shares their most intimate thoughts, this space can create a particular kind of vulnerability that calls for heightened ethical vigilance.

Fondacio ensures that those in a support role are trained and receive appropriate supervision or review.

The support coordinator in each country maintains an annual register of authorized support providers who have signed the Fondacio Support Charter.

Anyone involved in a support situation must ensure that the confidentiality of exchanges and shared information is respected, within the limits provided by law.

04 Respect you for internal and you for external



Fondacio recognizes and strictly respects the distinction between:

- the inner forum: space of consciousness, spiritual life, personal guidance, protected by secrecy and freedom;
- the external forum: space of responsibilities, decisions, evaluations, governance and institutional relations.

No information obtained internally may be used externally. No institutional responsibility may be conditional upon spiritual guidance, nor vice versa. This distinction is a non-negotiable principle of protecting individuals and preserving inner freedom.

05 Financial resource management



Each member is expected to manage financial and material resources with restraint, integrity and concern for the common good.

Fundraising efforts must reflect Fondacio's identity, mission, and values. That is why Fondacio and its members are committed to:

- **to conduct each funding process in a spirit of transparency and honesty, presenting the association's projects and needs in a way that is true to reality;**
- **to be attentive to the nature of the funding it requests or accepts, in compliance with its mission, values and independence;**
- **use the funds received in accordance with the commitments made to the donors;**
- **to prevent any situation of conflict of personal, emotional, financial or institutional interest.**

06 Compliance with the charter and consequences of non-compliance



This charter applies to all Fondacio stakeholders. It is communicated and explained during any significant engagement: employees, committed members, managers, volunteers, and regular or occasional volunteers working with minors and vulnerable individuals. Specific training sessions are offered, particularly for managers and support staff.

It is integrated into governance, management and decision-making practices. It is reviewed periodically to remain aligned with lived realities, identified needs and legal developments.

Any serious or repeated breach of its principles may result in measures adapted to the situation and status of the person concerned, in compliance with applicable law and procedures.

For employees

The charter is part of the ethical and professional framework of reference.

Failure to comply with this may constitute a breach of contractual obligations and give rise to disciplinary measures provided for by the labor law of the country concerned.

For committed members

Whether they are managers or volunteers, failure to comply with the charter can lead to measures ranging from mediation to suspension or removal of responsibilities.

Every measure is taken with discernment, in a spirit of justice, protection of persons and respect for rights.

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Applicable to all members and countries.

