



Ethics Charter

of Fondacio

Approved by the vote of Fondacio Congress
on 19 June 2026

Fondacio's Ethics Charter

Preamble

This Ethics charter applies to all members of the Fondacio association. In the case of legal entities, their representatives are committed to promote it and ensure that its principles are upheld by all those acting with them: employees, active members, leaders, and volunteers in all countries where Fondacio members are present.

It seeks to uphold coherence between what we say, our spirituality, our practices, and our responsibilities, in a spirit of respect for individuals, consciences and institutional structures.

It complements the canonical statutes, the associations' articles of association, and the internal code of conduct of Fondacio. It constitutes a shared reference to prevent malpractices, protect persons, and foster a culture of accountability, transparency, and vigilance.

01 Core Values and Ethics of Relationships



In all our community activities, events, accompaniment, formation and social projects, whether acting in a professional or voluntary capacity, we are committed to:

- **respecting the inalienable dignity of each person**, regardless of their background, their situation, their vulnerabilities or their beliefs, and ensuring that their physical, mental, emotional, spiritual and social integrity is upheld;
- **recognising everyone's freedom of conscience**, faith and inner journey;
- **rejecting all forms of domination**, instrumentalisation or control, and fostering balanced, non-co-dependent relationships that maintain an appropriate degree of distance;
- **welcoming everyone without discrimination**, with an attitude of listening, kindness and respect;
- **exercising our responsibilities with discernment, humility, otherness, and accountability.**

Any relationship involving support, guidance or authority requires particular vigilance regarding the power dynamics it may entail.

02 Prevention of abuse and situations of control



To ensure this ethical approach to relationships, particularly with regard to minors and anyone in a vulnerable situation, Fondacio considers the following to be incompatible with its identity and responsibilities: abuse of power, spiritual or conscience abuse, psychological abuse, sexual violence, or any form of exploitation of a person's vulnerability or freedom.

Fondacio is committed to fostering a culture of prevention through training, clarifying roles, accompanying leaders, and regularly reviewing practices. A prevention and protection coordinator is appointed in each country, who reports directly to the global person in charge.

Anyone taking part in a Fondacio activity is encouraged to report any unethical, concerning, or abusive situation, in complete confidentiality, whether as a victim or as a witness, via the I-Signale platform set up by Fondacio: <https://fondacio.org/je-signal>

I signal

03 Accompanying personal and spiritual growth



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

Fondacio ensures that those in a role of accompaniment are trained and receive appropriate supervision or reviewing.

The accompaniment coordinator in each country maintains an annual register of qualified companions who have signed the Fondacio Accompaniment Charter.

Anyone involved in an accompaniment situation ensures the confidentiality of exchanges and shared information, within the limits provided for by law.

04 Respect for the Internal and External Forum



Fondacio recognizes and strictly respects the distinction between:

- the **internal forum** : the realm of conscience, spiritual life, and personal accompaniment, protected by confidentiality and freedom;
- the **external forum** : the realm of responsibilities, decision-making, evaluations, governance, and institutional relationships.

No information originating from the internal forum may be used in the external forum. Neither institutional responsibility nor spiritual accompaniment may be made conditional upon the other. This distinction is a non-negotiable principle safeguarding the rights of individuals and inner freedom.

05 Management of Financial Resources



Every member is expected to manage financial and material resources with sobriety, integrity, and a concern for the common good.

Fundraising must reflect Fondacio's identity, mission and values. This is why Fondacio is committed to:

- **conducting all fundraising activities** in a spirit of transparency and honesty, presenting the association's projects and needs in a manner that is consistent to reality;
- **being mindful of the nature of the funding** it seeks or accepts, while respecting its mission, values and independence;
- **using funds received in accordance with commitments** made to donors;
- **prevent any situation of personal, emotional, financial or institutional conflict of interest.**

06 Compliance with the Charter and Consequences for Non-Compliance



This charter applies to all Fondacio stakeholders. It is communicated and explained to anyone undertaking significant responsibilities: employees, committed members, leaders, and volunteers, whether regular volunteers or those on one-off assignments, working with minors and vulnerable people. Specific training sessions are offered, particularly for leaders and companions.

It is integrated into the practices of governance, management and discernment. It is reviewed periodically to ensure it remains aligned with current realities, in line with identified needs and changes in the law.

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

For employees

The Code of Ethics forms part of the ethical and professional framework.

Failure to comply with it may constitute a breach of contractual obligations and may result in disciplinary measures under employment law.

For committed members

leaders or volunteers, failure to comply with the Code of Conduct may result in measures ranging from mediation to suspension or removal from their role.

Any action taken is done so in a spirit of fairness, with a view to protecting individuals and respecting their rights of the country in question.

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Applicable to all members and countries.

