



EUROPEAN ALLIANCE OF RESCUE CENTRES  
AND SANCTUARIES

### **EARS Code of Ethics**

The purpose of the EARS is to represent rescue centres and sanctuaries across Europe and enable them to work together to achieve mutual animal welfare and conservation goals. We believe that this can be fulfilled best if efforts involve collaboration, cooperation, coordination and mutual support conducted in a spirit of trust, respect, and fairness. To promote high standards of conduct in our profession, the EARS have formulated a Code of Ethics to help guide organisational and Partner behaviour. By joining EARS, Partners agree to endorse and abide by this Code of Ethics:

- EARS and its Partners agree to share information and expertise with each other, to actively participate in discussions and respond to requests for information, to better realize collective animal welfare and conservation outcomes.
- EARS and its Partners must not behave in such a manner that could bring the reputation of EARS and other Partners into disrepute in any way.
- EARS and Partners working together on a campaign or project shall give due recognition to contributions made by others; no Partner shall claim more than its fair share of the credit, unless by agreement of the participating Partners.
- Partners in the giving and taking of criticism, engage in constructive debate and avoid invective, demonstrating respect for what may be differing but appropriate approaches. Good-faith criticism is to be encouraged for the development of ideas and learning across the network.
- Partners that find themselves involved in a dispute with each other commit to resolving the dispute amicably and with mutual respect. In critical situations Partners agree to speak with each other directly (no email or cc). If not resolvable, any publication of differences is done to ensure that information disseminated is fair and accurate and distinguishes clearly between fact and opinion. Partners should always consult with each other and the EARS, before openly speaking out about another Partner.
- Partners agree to speak out if there are issues and/or policies within EARS that could become, or are, a conflict of interest.
- EARS and its Partners may not divulge to any third party confidential matters that have been discussed at any EARS meetings or communicated in EARS documents, emails etc., unless there has been an agreed and approved external communication. This obligation is extended to any Partners who are no longer part of the network.
- Partners may not represent the EARS or another Partner, on paper or in person, without the approval of the Board or the appropriate Partner. Likewise EARS may not represent the interests of a specific Partner without the knowledge and approval of the said Partner.
- Partners representing the EARS, on paper or in person, shall not simultaneously represent their own organisation if their views are not consistent with those of the EARS.
- Partners may not represent that another Partner has endorsed a document or statement unless the other Partner has done so.
- Partners agree to give reasonable advance notice to other Partners and EARS when their organisation takes a position or issues a policy statement that is known to be controversial among other Partners or EARS.
- Partners may not solicit funds or accept money on behalf of the EARS without approval of the Board. Likewise EARS may not solicit funds on behalf of a Partner without their knowledge and approval.