



INTERNATIONAL ORGANIZATION FOR COUNTERING TERRORISM



Integrity and Conflict of Interest Policy

International Organization for Counter-Terrorism (IOCT)

Article (1): Purpose

This Policy aims to promote integrity, transparency, and ethical conduct, and to prevent any actual or potential conflict of interest that may compromise the independence, credibility, or integrity of the Organization's decisions and activities.

Article (2): Scope of Application

This Policy applies to:

- The Board of Trustees
- The Secretariat
- Committee members
- Employees and contractors
- Experts and trainers
- Advisors
- Volunteers
- Any individual representing or acting on behalf of the Organization

Article (3): Core Principles

The Organization is committed to the following principles:

1. Integrity and honesty in all actions and decisions.
2. Transparency and accountability.
3. Independence and neutrality.
4. Prioritization of the Organization's public interest over personal interests.
5. Adherence to the highest standards of professional and ethical conduct.

Article (4): Definition of Conflict of Interest

A conflict of interest refers to any situation in which an individual has a personal, financial, professional, familial, or political interest that may influence, or appear to influence, their objectivity, impartiality, or independence in performing their duties within the Organization.





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Article (5): Forms of Conflict of Interest

Conflicts of interest may include, but are not limited to:

1. Deriving direct or indirect financial benefit from the Organization's activities.
2. Having personal, familial, or professional relationships with entities engaged in transactions with the Organization.
3. Participating in decision-making related to entities or projects in which the individual has an interest.
4. Misusing position or information for personal gain.
5. Accepting gifts or benefits that may compromise impartiality.

Article (6): Disclosure and Transparency

The Organization shall:

1. Require all covered individuals to disclose any actual or potential conflict of interest.
2. Ensure disclosures are updated when relevant circumstances change.
3. Handle disclosures in a confidential and professional manner.

Article (7): Management of Conflicts of Interest

In the event of a conflict of interest:

1. The concerned individual shall be excluded from related decision-making processes.
2. Responsibilities or authorities may be reassigned where necessary.
3. Appropriate measures shall be taken to eliminate or mitigate the conflict.

Article (8): Gifts and Benefits

1. Acceptance of gifts or benefits that may influence, or appear to influence, impartiality is prohibited.
2. Symbolic or nominal gifts shall be regulated by internal guidelines.
3. Any offered or received gift must be disclosed.





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Article (9): Use of Resources and Information

The Organization commits to:

1. Using organizational resources solely for legitimate purposes.
2. Refraining from exploiting non-public information for personal gain.
3. Upholding confidentiality and data protection obligations.

Article (10): Institutional Responsibilities

- The **Board of Trustees** shall exercise overall oversight of this Policy.
- The **Secretariat** shall be responsible for its implementation and monitoring.
- Relevant committees shall support the application of this Policy within their mandates.

Article (11): Breach of Policy

Any violation of this Policy shall be considered a serious breach and shall be subject to disciplinary and accountability measures in accordance with the Organization's applicable policies, including warnings, suspension, or termination.

Article (12): Entry into Force and Review

1. This Policy shall enter into force upon approval by the Board of Trustees.
2. It shall be reviewed periodically every three (3) years or as necessary.

