

Service in the North Atlantic Treaty Organization (NATO) entails promoting the highest levels of trust and confidence in our **integrity, impartiality, loyalty, accountability, and professionalism.**

Therefore, these five core values – and the principles that exemplify them – form the basis of this Code, which shall guide the conduct of all NATO staff, whether they be civilian or military, in all NATO bodies. This code sets forth the framework and standards for the personal and professional conduct which is to be expected of those entrusted with positions in the Alliance.

It is intended to be read in the context of the NATO Civilian Personnel Regulations, other personnel policies, or applicable national military regulations.

For additional information,
contact your Human Resources office

NATO CODE OF CONDUCT



**AGREED BY THE NORTH ATLANTIC COUNCIL
ON 18 DECEMBER 2020**

INTEGRITY

As NATO staff, we are committed to maintaining the highest standards of professional and personal conduct in such a way as to uphold the trust and confidence of the citizens of all our member states. As such, we affirm that we...

- Are honest and truthful in our dealings; fully presenting all facts in an unbiased and clear manner.
- Avoid situations that might result in real, perceived, or potential conflicts between our personal interests and those of the Alliance.
- Take prompt action to remove ourselves from situations where conflicts of interest can or have occurred.
- Do not use non-public information obtained through our official position for private gain, either for ourselves or others.
- Avoid actions that could be perceived as an abuse of the privileges and immunities conferred on the Organization and its staff.

IMPARTIALITY

As NATO staff, we serve the Alliance's interest above our personal interests. As such, we affirm that we...

- Maintain our objectivity and independence in our professional dealings, striving to be fair, just, and equitable in all our activities.
- Keep an international outlook and base our recommendations and decisions on what is best for the Alliance as a whole, rather than the views or interests of our own, or any particular nation or nations.
- Do not accept gifts which might compromise our impartiality or give rise to the perception of a lack of impartiality in the conduct of our official duties.
- Do not engage in unauthorized outside employment or other off-duty activities that might conflict with or otherwise call into question the performance of our official duties.
- Do not use our NATO position or proprietary information to unfairly secure future employment and will not use privileged information to unfair advantage after our NATO employment.

LOYALTY

As NATO staff, we are faithful and true to the enduring role of the Alliance, the principle of unity upon which it was founded, and in support of the current and future challenges it faces. As such, we affirm that we...

- Support the principles upon which the Alliance was founded.
- Demonstrate a unity of purpose focused on the goals and objectives of the organization.
- Strive to make a personal contribution to NATO's success and foster a culture of results across the Alliance.
- Always put the interests of the organization above our own and that of our individual nations, mindful of all applicable laws and regulations.
- Contribute to the development and maintenance of a positive team spirit.

ACCOUNTABILITY

As NATO staff, we are responsible and accountable for our actions and decisions, or failure to act, and accept the consequences of their outcomes. As such, we affirm that we...

- Are transparent in all we do, even when it does not reflect favorably upon us.
- Take full responsibility for our actions and take prompt action to resolve or correct any errors or omissions that we may make.
- Are mindful of the consequences of our actions and decisions before we take them.
- Stay vigilant to any fraud, waste, and abuse that may occur within the organization and address them appropriately.
- Avoid any action that could lead to damage or risk to the Organization or its Communication and Information Systems (CIS) or inappropriate disclosure of NATO information.

PROFESSIONALISM

As NATO staff, we are professionals who are entrusted to carry out our duties to the utmost of our abilities for the common good. As such, we affirm that we...

- Put forth an honest effort in the daily performance of our duties.
- Maintain the highest level of competence in our assigned areas and strive for continuous improvement of our knowledge, skills, and abilities.
- Care for and use prudently the limited resources of our organization.
- Protect the security and confidentiality of information entrusted to us.
- Participate in maintaining the safety and security of our information and our workplace.
- Take into consideration the effects of our work on the natural environment.
- Respect the privacy and diversity of our fellow staff members.
- Do not harass or discriminate against others in our workplace, and do not tolerate those who do.
- **Take a zero tolerance approach to all acts of sexual exploitation and abuse**
- If supervisors, provide fair leadership and take responsibility for the actions or inactions of our subordinates, ensuring they provide NATO with the best possible service by encouraging and rewarding those who perform well, while correcting those who fail to live up to standards.