*STANDARDS OF CONDUCT FOR PERSONNEL OTHER THAN STAFF MEMBERS*

1. The Agency embodies the highest aspirations of its Member States in ensuring the safe, secure and peaceful uses of nuclear science and technology, through which it contributes to international peace and security and to the United Nations’ Millennium Goals for social, economic and environmental development, and its personnel bears the responsibility for translating these aspirations into reality. It is, therefore, incumbent on all Agency personnel to adhere to the highest standards of conduct.

2. Further to this overall obligation, personnel other than staff members shall:

   (i) Uphold the highest standards of efficiency, competence and integrity. The concept of integrity includes, but is not limited to, probity, impartiality, fairness, honesty and truthfulness in all matters affecting their work and status;

   (ii) Neither seek nor accept instructions from any Government or from any authority, institution, corporation, person or other source external to the Agency, regarding their services to be performed for the Agency;

   (iii) Not engage, during the period of their service for the Agency, in any activity that is incompatible with the proper discharge of their duties with the Agency;

   (iv) Exercise the utmost discretion in all matters of official business of the Agency and not communicate to any Government, authority, institution, corporation, person or other source external to the Agency, any information known to them by reason of their status under AM.II/11 that they know or ought to have known has not been made public, except as appropriate in the normal course of their duties or by authorization of the Director General;

   (v) Not use the media to further their own interests, to air their own grievances, to reveal information without the Agency’s authorization or to attempt to influence policy decisions facing the Agency;

   (vi) Not accept any honour, decoration, favour, gift or remuneration from any Government or non-governmental source for activities carried our during the course of their duties with the Agency;

   (vii) Not be actively associated with the management of, or hold a financial interest in, any profit-making, business or other concern, if it were possible for them or the profit-making, business or other concern to benefit from such association or financial interest by reason of their status with the Agency. In such circumstances, they shall either dispose of that financial interest or formally excuse themselves from any involvement in that matter that has given rise to the conflict-of-interest;

   (viii) Comply with local laws and honour private legal obligations, including, but not limited to, the obligation to honour orders of competent courts;

   (ix) Not engage in, facilitate or endorse any form of discrimination or harassment, including sexual, race or gender harassment, as well as physical or verbal abuse, at the workplace or in connection with their service for the Agency;

   (x) Not intentionally misrepresent their functions or status in the Agency, or the nature of their duties with the Agency to Member States, other Governments or to any other entities or persons external to the Agency;

   (xi) Not express their political or religious convictions on matters that may be perceived as controversial, either individually or as members of a group, without prejudice to the fact that their personal political or religious views remain inviolate. This can mean that, in certain situations, their personal views should be expressed with tact and discretion;

   (xii) Cooperate with audits and investigations conducted by bodies duly authorized by the Agency;

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(xiii) Not engage in unlawful acts (e.g. theft, fraud, possession or sale of illegal substances, smuggling) on or off the Agency’s premises;

(xiv) Not abuse the Agency’s privileges and immunities;

(xv) Not abuse or misuse the Agency’s equipment or files;

(xvi) Not engage in retaliation against Agency personnel who reported alleged inappropriate conduct of Agency personnel;

(xvii) Not use their position or knowledge gained from their official functions for private gain, financial or otherwise, or for the gain of any third party, including family, friends and those they favour. Nor shall they use their position for personal reasons or prejudice the positions of those they do not favour.

3. The specific obligations set forth in paragraphs 2(i) to 2(xvii) above shall not cease upon the conclusion of the individual’s service with the Agency.