CERN Code of Conduct Project

ACCU - 88th Meeting

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Project Launch

- Initiated by HR **upon request from the Director-General**, in response to demand from key stakeholder groups (Council, ACCU, EOAP, Internal Audit...)

- Deemed a **high priority** undertaking in 2009 and 2010, with the goal to apply the Code as of 1.7.2010.

- Part of a **global reflection** on: CERN values, common standards of professional behaviour, enhancement of supervisory skills and accountability, and handling of conflictual situations.
Why a priority?

- Enhance transparency, objectivity and clarity
- "The Code has become conspicuous by its absence"
- Preventive effect
- Need to address recurrent questions
- Globalization of the organization, increased complexity
- Enhanced public scrutiny
- First physics data
Code of Conduct

What should be addressed and to whom does it apply?

- Common standards of professional behaviour based on CERN values (vs. Code of Ethics)

- Code should be applicable to all CERN contributors, i.e. not only staff members but also the user community, subcontractors, consultants…
Code of Conduct

Approach used to develop the code

- Expertise from external consultant
- Wide consultations at all levels (focus groups)
- Project Reference Group with key stakeholders
- Staff Association involvement from the outset
- Concertation via SCC
- TREF and Council to take note and support
Roles of the Focus Groups and the Project Reference Group

- Provide input into the selection of the main principles covered by the code
- Ensure that the perspectives of key stakeholder groups are taken into account
- Customize the Code to CERN’s needs and culture
- Engage staff at all levels in contributing to the code
Focus Group Consultation

- **9 Focus Groups held**
  - 2 with group leaders
  - 2 with section leaders
  - 2 with staff members (no hierarchical responsibility)
  - 2 with associated members of the personnel (users, associates and students)
  - 1 with contractors

- **82 Participants in total**

- **Participants by Focus Group**
  - Group leaders = 19
  - Section leaders = 18
  - Staff members = 26 (including staff association)
  - Associated members of personnel = 12
  - Contractors = 7

- **Fourteen different nationalities participated**
Code of Conduct

- Short, user-friendly document available in print and online, organized around the five CERN values

- Aspirational, providing a framework of general principles

- Extensive FAQ list will be available online to provide examples of concrete situations
CERN Values - EXCELLENCE

INTEGRITY
Behaving ethically, with intellectual honesty and being accountable for one’s own actions

COMMITMENT
Demonstrating a high level of motivation and dedication to the Organization

PROFESSIONALISM
Producing a high level of results within resource and time constraints and encouraging mutual understanding

CREATIVITY
Being at the forefront of one’s professional field, furthering innovation and organizational development

DIVERSITY
Appreciating differences, fostering equality and promoting collaboration
Next Steps

• Code submitted to Council on 18 June 2010
• Public meeting with Director-General on 25 June 2010: CERN values, Code, setting-up of an Ombuds office
• Code will come into force on 1 July 2010
• Dedicated communication campaign
Questions?
Back-up Slide
Potential issues/concerns

- Not really a priority ...not needed at CERN
- Yet another detailed document with heavy enforcement processes
- What happens if the code is violated?
- “Anglo-saxon fad” at odds with CERN’s culture
- Will over-standardize behaviours – what about exceptional individuals?
- Will be a “weapon” used by supervisors against supervisees