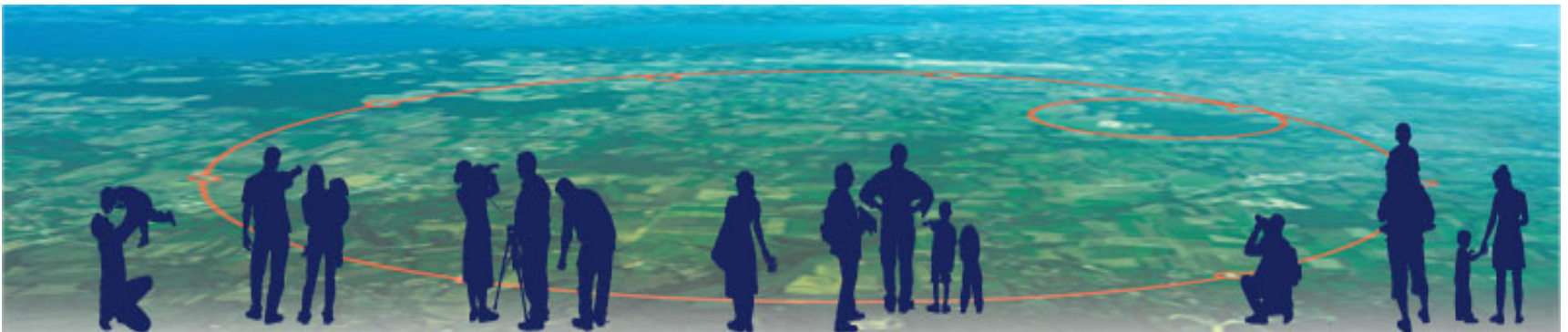
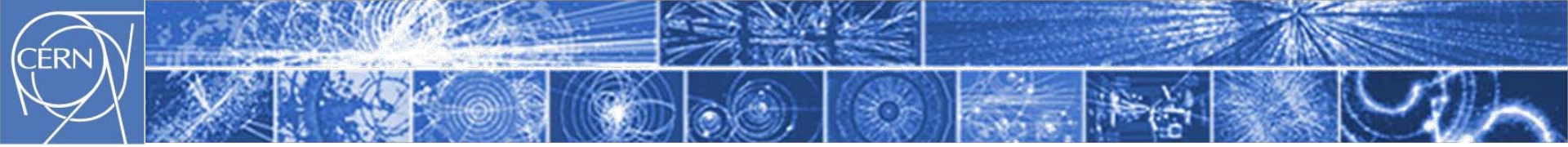


# CERN Code of Conduct Project

*Finance Committee – 16 June 2010*  
*Council – 18 June 2010*

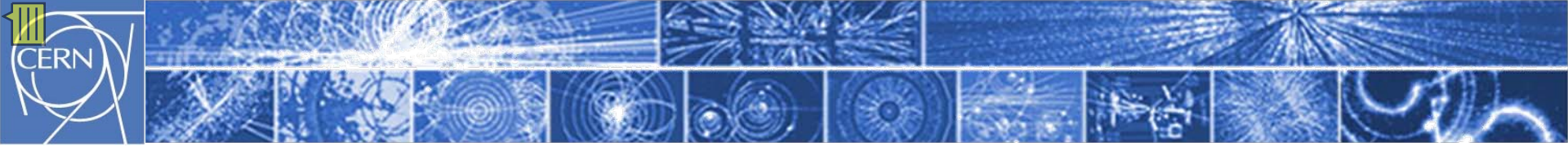
A.-S. Catherin





# Project Launch

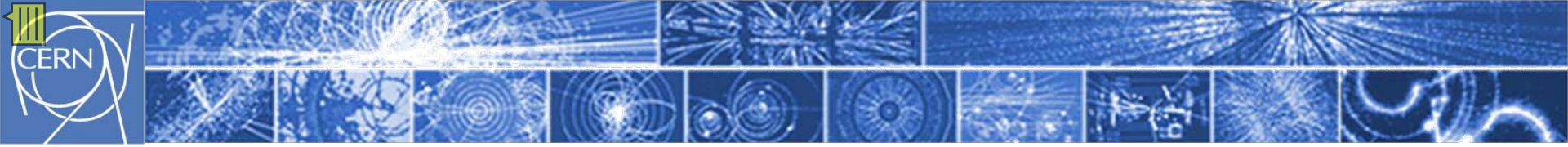
- ❖ Initiated by HR ***upon request from the Director-General***, in response to demand from key stakeholder groups (Council, ACCU, EOAP, Internal Audit..)
- ❖ Deemed a ***high priority*** undertaking in 2009 and 2010, with the goal to apply the Code as of 1.7.2010.
- ❖ Part of a ***global reflection*** on: CERN values, common standards of professional behaviour, enhancement of supervisory skills and accountability, and handling of conflictual situations.



# Code of Conduct

## Why a priority?

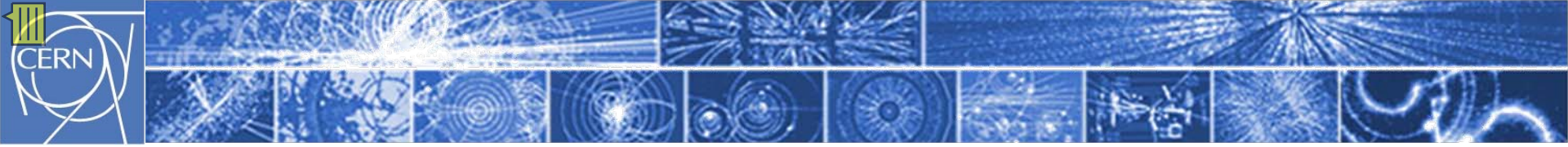
- ❖ Enhance transparency, objectivity and clarity
- ❖ *“The Code has become conspicuous by its absence”*
- ❖ Preventive effect
- ❖ Need to address recurrent questions
- ❖ Globalization of the organization, increased complexity
- ❖ Enhanced public scrutiny
- ❖ First physics data



# Code of Conduct

**What should be addressed and to whom does it apply?**

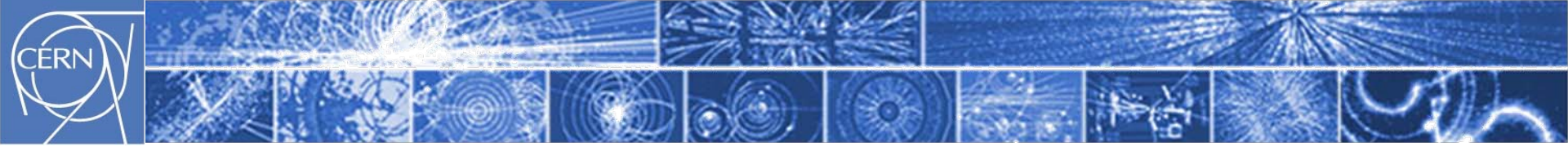
- ❖ Common standards of professional behaviour based on CERN values (vs. Code of Ethics)
- ❖ Code should be applicable to all CERN contributors, i.e. not only staff members but also the user community, subcontractors, consultants...



# Code of Conduct

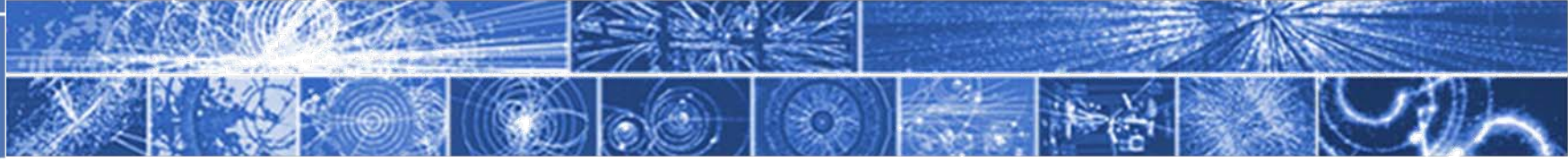
## Approach used to develop the code

- ❖ 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**

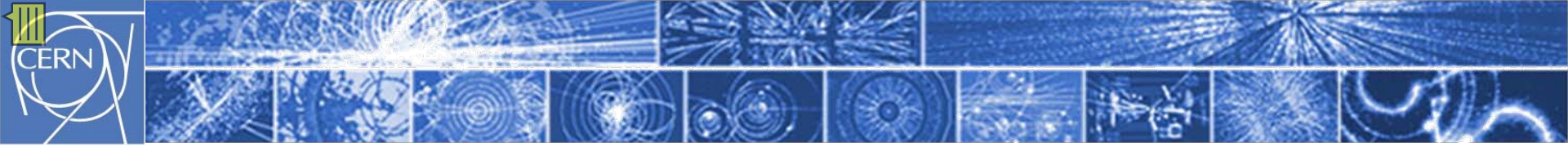
- ❖ Provide input into the selection of the main principles covered by the code
- ❖ Ensure that the perspectives of key stakeholder groups are taken into account
- ❖ Customize the Code to CERN's needs and culture
- ❖ Engage staff at all levels in contributing to the code



# Focus Group Consultation

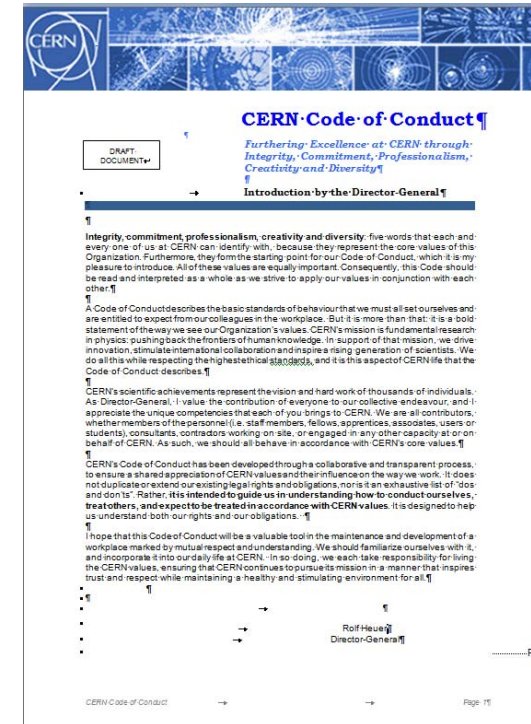
- **9 Focus Groups held**
  - 2 with group leaders
  - 2 with section leaders
  - 2 with staff members (no hierarchical responsibility)
  - 2 with associated members of the personnel (users, associates and students)
  - 1 with contractors
- **82 Participants in total**
- **Participants by Focus Group**
  - Group leaders = 19
  - Section leaders = 18
  - Staff members = 26 (including staff association)
  - Associated members of personnel = 12
  - Contractors = 7
- **Fourteen different nationalities participated**



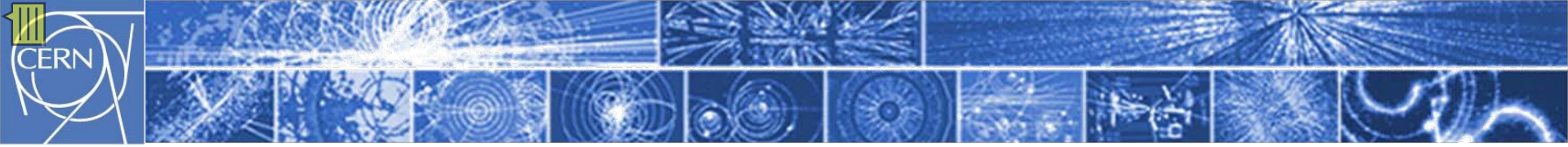


# Code of Conduct

- ❖ 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**

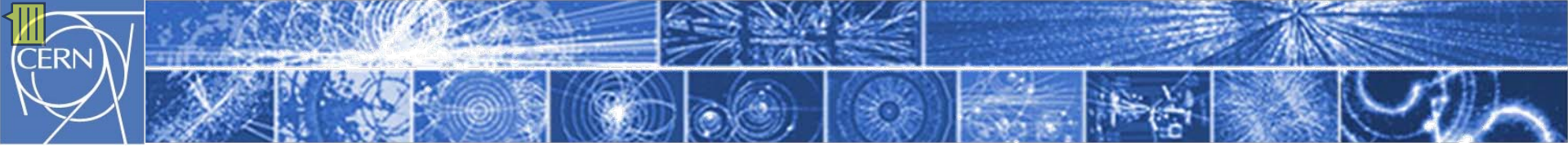
Producing a high level of results within resource and time constraints and encouraging mutual understanding

## **CREATIVITY**

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

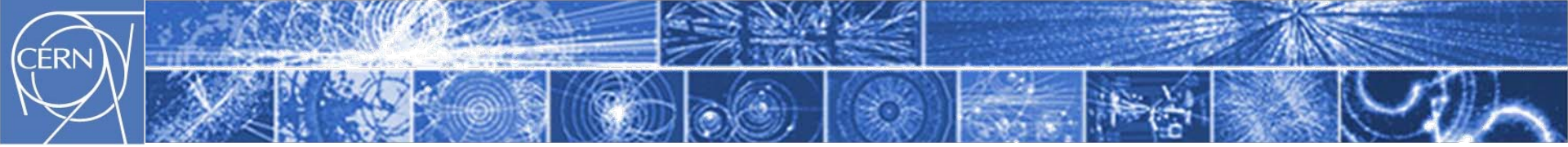
## **DIVERSITY**

Appreciating differences, fostering equality and promoting collaboration



# Next Steps

- Public meeting with Director-General on 25 June 2010: CERN values, Code, setting-up of an Ombuds office
- **Code will be effective from 1 July 2010**
- Dedicated communication campaign



# Questions?

