



## AMI CODE OF CONDUCT

### Preamble

We believe that children and vulnerable adults have a right to a peaceful existence in the company of supportive adults and developmentally appropriate supporting environments. We believe that Montessori education provides principles and practices that do this respectfully, taking into account the dignity of the human being and their culture. In order to meet our objectives, mission and vision it is necessary for AMI and its strategic network of organisations that work together internationally to maintain our reputation of integrity and respect. When working with and for AMI you represent these values in your work and in your life. This Code of Conduct seeks to safeguard our standards, our professional practices and our ethical approach to life.

### Introduction

How we act as AMI Board members, staff, teachers, administrators, trainers, volunteers, members, collaborating organisations and contractors determines how effective AMI can be in the work we share as Montessori advocates for children and adults. Our work is based on deeply held human values and principles. It is essential that our commitment to children's rights and humanitarian principles is supported and demonstrated by all members of staff, volunteers or other representatives of our work.

If any of us fails to act in a way that is consistent with our values and principles, we fail as an Association and a movement.

This Code of Conduct, together with your employing affiliate's policies and procedures, terms and conditions, provides clear guidance on what we expect of our staff and volunteers and others who represent AMI, as well as providing examples of conduct that will always be unacceptable. It is the responsibility of us all to ensure our behaviour is consistent with the values and principles of the Association Montessori Internationale, as set out in the Code of Conduct.

The Code does not exempt anyone and in accordance with relevant employing affiliate's policies and procedures, any breach may result in disciplinary action (including dismissal in some instances) and in some cases could lead to criminal prosecution. Whilst recognising that local laws and cultures differ considerably from one country to another, AMI is an international organisation and therefore the Code of Conduct is internationally applicable.

### Code of Conduct

As an employee or representative of the Association Montessori Internationale, you are expected to behave in such a way as to uphold its values and principles and maintain and enhance its public reputation through taking responsibility for your actions by:

working actively to protect children and vulnerable adults by complying with the AMI safeguarding policy and procedures

respecting the basic rights of others by acting fairly, honestly and kindly, and by treating people with dignity and respect

- maintaining high standards of personal and professional conduct
- protecting the safety and well-being of yourself and others
- protecting the Association's assets and resources
- reporting any matter that breaks the standards contained in the Code of Conduct or breach Safeguarding policies and the law to AMI or the relevant body (training centre etc).

AMI, therefore, does not tolerate the following:

- engaging in sexual relations with anyone under the age of 18, or abuse or exploitation of a child or vulnerable adult in any way
- any kind of violent behaviour to include shouting, bullying, verbal or physical abuse
- racism, homophobia, sexism and/or religious discrimination
- developing relationships with children and vulnerable adults that could in any way be deemed exploitative or abusive either directly or indirectly through digital media
- exchanging money, employment, goods or services for sexual favours
- drinking alcohol or use of any other substances in a way that adversely affects your ability to do your job or affects the reputation of the Association
- being in possession of, nor profiting from the sale of, illegal goods or substances
- accepting bribes or significant gifts from governments, beneficiaries, donors, suppliers or others, which have been offered as a result of your employment
- undertaking business for the supply of goods or services to AMI with family, friends or personal contacts or using AMI assets for personal benefit
- behaving in a way which threatens the security of ourselves or others
- using the Association's computer or other equipment to view, download, create or distribute inappropriate material, such as pornography.

## ANNUAL REVIEW

We are committed to reviewing our policies and good practice annually.

This code was last reviewed on 17 November 2020.



Lynne Lawrence  
Executive Director  
Association Montessori Internationale