



CODE OF ETHICS, DISCIPLINARY MEASURES AND DISCIPLINARY BOARDS





SECTION I - GENERAL PROVISIONS

1. SUBJECT MATTER AND PURPOSE

- 1.1 The purpose of this Code, laid down in Article 45.3 of the Statute of the Italian Red Cross Association, and in line with the other provisions contained therein, is to ensure that the conduct of Members and staff complies with the application of the Fundamental Principles and Values of the International Red Cross and Red Crescent Movement (hereinafter also referred to as the “Movement” or “Red Cross”), in accordance with Article 3 of the Constitution.
- 1.2 The Movement’s ideals run through all over the world, not only in the tangible effects of the work carried out across countless towns, villages and districts but also in such a way that influence people’s minds and hearts. The Red Cross is largely perceived as a “public good”: available to everyone, all over the world, to prevent and reduce human suffering. Everything that is said and done is inspired by the Fundamental Principles of Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity and Universality. These Principles are based on common values related to people, integrity, partnership, diversity, leadership and innovation, which guide the working approach the Red Cross adopts.
- 1.3 Universally recognised, trusted and legally protected, the emblems of the Red Cross, Red Crescent and Red Crystal are the symbols of the Movement’s presence. An honoured network, of tens of millions of Volunteers and Members, carries out daily activities.
- 1.4 The Members and employees of the Italian Red Cross (ItRC) promote the dignity of persons everywhere, and act in accordance with the Fundamental Principles and this Code of Ethics, which is a code of conduct that all those who, in any capacity, belong to the Association and work in it must respect and comply with.
- 1.5 Any action must include a positive answer to the following questions:
 - a. is this action in accordance with the Fundamental Principles and the Code of Conduct?
 - b. does this action comply with policies, procedures and guidelines?
 - c. is this action lawful according to the laws of the country I am in?
 - d. does this action shine a positive, or at least not negative, light on the Italian Red Cross and me?
 - e. is there an alternative action for which I can answer “yes” for each of these questions?
- 1.6 The Code of Ethics is designed to create a system of action aimed at guaranteeing procedures and conducts in order to prevent unlawful or illegal activities, to improve the efficiency, effectiveness and transparency of the administrative activity and the quality of regulation, to meet the needs of the community, informing the same of the conduct that can be expected from the recipients indicated in Article 2.



2. SCOPE OF APPLICATION

- 2.1 The recipients of the principles and provisions contained in this Code of Ethics are Members, Presidents, members of the Boards of Directors and Commissioners at all levels, managers, employees, collaborators, consultants and international delegates, and, in general, anyone working on behalf of the ItRC.
- 2.2 In particular:
- a. the Presidents/Commissioners and the members of the Executive Boards at all levels are required, when performing their duties, to be guided by the principles of this Code of Ethics;
 - b. the Secretary General and all managers, carrying out their duties and implementing the policies of the political bodies, are guided by the principles of this Code of Ethics;
 - c. Members, employees, collaborators and all those who work on behalf of the ItRC are required to align their conduct with the provisions of the Code of Ethics.
- 2.3 Relations between the Italian Red Cross and its Members or employees are governed by the statutory provisions, internal regulations, National Collective Labour Agreements, and the Association's own regulations, in accordance with the Statute and Recommendations of the International Movement.



SECTION II - REFERENCE PRINCIPLES

3. REFERENCE PRINCIPLES

3.1 The recipients referred to in Article 2 will base their conduct on the Fundamental Principles of the Movement and on the principles of honesty and fairness, legality, impartiality and equal treatment, transparency and full information, proportionality, absence of abuse of power, correct use of assets, as well as prevention of conflicts of interest and fight against corruption, as set out in this section.

4. HONESTY AND FAIRNESS

4.1 Honesty is the guiding principle for all activities of the ItRC and is a fundamental element of its actions.

4.2 The conduct of the recipients referred to in Article 2 shall be based on the principles of fairness, cooperation, loyalty and mutual respect.

5. LEGALITY

5.1 The legal framework within which the recipients referred to in Article 2 operate consists of the Statute and internal regulations of the Italian Red Cross, applicable national legislation, the Geneva Conventions of 1949 with their Additional Protocols, the Statute and resolutions of the International Red Cross and Red Crescent Movement, and the resolutions and decisions of the General Assembly of the International Federation.

5.2 The recipients referred to in Article 2 shall act in accordance with the rules and procedures laid down by the legislation in force, ensuring that the decisions affecting the community comply with the law and with the public interest.

6. IMPARTIALITY AND EQUAL TREATMENT

6.1 The recipients referred to in Article 2:

- a. ensure compliance with the principle of equal treatment, i.e., in the event of unequal treatment (i.e., in the case of treatment and protection offered by International Humanitarian Law or International Human Rights Law to the most vulnerable, such as children and women, or where specific certified skills or physical fitness are required, such as a medical certificate that allows to perform specific services), that it is justified by objective factors relevant to the particular case;
- b. avoid any unjustified discrimination between persons based on nationality, gender, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or other opinion, or any similar basis, membership of a national minority, property, birth, disability, age or sexual orientation.

7. TRASPARENCY AND FULL INFORMATION

7.1 The recipients referred to in Article 2:



- a. take initiatives and decisions with the utmost transparency, without favouring any interest group or individual and avoid creating or benefiting from privileged situations;
- b. strive to ensure the truthfulness, accuracy, clarity and completeness of information both outside and inside the ItRC, with easy and immediately understandable communication.

8. PROPORTIONALITY

- 8.1 The recipients referred to in Article 2 shall, in accordance with the Fundamental Principle of Impartiality, ensure proportionality between resources and needs, and that the measures taken are proportional to the objective pursued.

9. ABSENCE OF ABUSE OF POWER

- 9.1 The recipients referred to in Article 2 shall exercise their powers solely for the purposes for which they have been conferred by the provisions in force to protect the public interest and the ItRC.

10. PROPER USE OF ASSETS

- 10.1 The documents, working tools, computer stations, telematic services, fixed and mobile telephone equipment, vehicles and other tangible and intangible assets of the ItRC:
- a. shall be used exclusively and instrumentally for the achievement of institutional purposes and in the manner laid down by them;
 - b. may not be used for personal purposes, nor transferred or made available to third parties, without prejudice to the application of specific regulatory provisions;
 - c. shall be used and kept with the same care as one's own property;
 - d. are used in accordance with the criteria of economy and environmental sustainability.

11. PREVENTION OF CONFLICT OF INTEREST AND FIGHT AGAINST CORRUPTION

- 11.1 The recipients referred to in Article 2 shall pursue only the interests and purposes of the ItRC and, in particular, shall strive to prevent situations of conflict of interest, refraining in any case from taking part in activities or decisions that give rise to such situations of conflict of interest, or where there are obvious reasons of expediency.
- 11.2 In accordance with the principles of honesty and transparency, the ItRC undertakes to put in place the necessary measures to prevent and avoid corruption or conflicts of interest.
- 11.3 Board members at all levels must do their utmost to ensure that their functions do not give rise to conflicts of interest. In the event of a conflict of interest, the Board of Directors' member is required to refrain from taking part in decision-making processes, and this conflict is resolved in the sole interest of the Italian Red Cross.



SECTION III - RIGHTS AND OBLIGATIONS

12. RESPONSIBILITY OF THE ItRC TO ITS MEMBERS

12.1 According to the recommendations of the International Federation of National Red Cross and Red Crescent Societies, the Italian Red Cross Association should:

- a. keep people and their value as unique individuals at the centre;
- b. encourage the spirit of volunteering;
- c. motivate young people in particular, bearing in mind that half the world's population is under 21;
- d. promote innovation and creativity, enhancing each Member's spirit of initiative;
- e. make ItRC Members feel welcome, ensuring integration into the life of the National Society;
- f. seek for excellence in its work, ensuring an integral, transparent and shared leadership;
- g. focus on the importance of cooperation with others in carrying out various tasks;
- h. ensure the orientation of new Members and make the necessary arrangements for their training, so that they can carry out their assigned tasks in an appropriate and professional manner;
- i. identify needs, find the necessary answers and develop programmes in which Members can participate and share the objectives;
- j. ensure the integration of ItRC Members into the associative life of the National Society;
- k. ensure that Members are constantly informed and periodically updated on the activities and decisions of the representative bodies;
- l. recruit Members and employees regardless of race, sex, social class, religion, political opinion and language or any similar basis;
- m. provide ItRC Members with the necessary documentation to be regularly updated on issues concerning the Movement, at national and international level;
- n. provide Members and employees with the text of this Code of Ethics and good conduct.

13. RIGHTS OF ITRC MEMBERS

13.1 The relations between the Association and its Members or employees are governed by the provisions of the Statute, the relevant regulations and this Code, and are inspired by the following key words:

- a. tasks: each Member has the right to be assigned tasks and responsibilities that correspond to their temperament and background;
- b. equality: an ItRC Member has the right to be treated equally in all circumstances, regardless of gender, race, language, sexual orientation, political, philosophical or religious beliefs;



- c. protection: the Member of the ItRC is entitled to receive the protection of the Association against any interference or aggression to which he/she is subjected by reason of its function. The Association has a duty to publicly defend the Member or employee victim of serious, unfounded accusations, in order to restore his or her honour and reputation. In the event of professional or personal difficulties affecting his or her commitment, the ItRC Member may appeal through the appropriate channels to find suitable solutions;
- d. freedom of expression: freedom of expression is a fundamental right of the ItRC Member. Constructive criticism, conveyed through the appropriate internal channels, also contributes to the internal dynamism of the Association. As regards declarations outside the Association, please refer to the provisions contained in the following articles of this Code. In any case, the right to information and criticism of what exists is guaranteed, subject to the explicit limit of morality and those codified by doctrine and law on implicit principles extracted from the Italian Constitution;
- e. privacy rights: the processing of personal data, news and sources that fall within the sphere of privacy of any individual, partner or employee, is protected by law. It is the duty of all Members to keep confidential the news and information concerning personal data learned when performing their activities. It is the right of all Members to demand respect for the right to privacy, the right to personal identity and the dignity of those concerned, as these matters fall within the scope of the protection of personal freedoms guaranteed by the Italian Constitution;
- f. equal treatment: all Members have the right-duty to ensure impartiality and independence when performing the tasks and functions entrusted, also in order to ensure the full implementation of the principle of equal treatment of citizens;
- g. good faith: everyone is guaranteed the freedom to stand for elected office. This freedom must be exercised in the absence of any conflict of interest between one's own activities and those required by the Association, when one gets to hold elected office within it.

14. RESPONSIBILITY OF MEMBERS TOWARDS THE ItRC

14.1 Members of the ItRC are required:

- a. to know and observe the Association's Code of Ethics, the Statute and the main regulations governing the organisation of the Association and the activities of its Members;
- b. to act in accordance to the Fundamental Principles of the International Red Cross Movement and to promote their dissemination, sharing the Red Cross volunteer policy;
- c. to comply with the rules concerning the use of the Emblem and prevent any abuse thereof;
- d. to be aware that, by working for the International Movement, they represent the Movement and its ideals;
- e. do not harm the Association and the International Movement in any way, including the use of social networks;
- f. to pay constant attention to people's needs, even when not on active duty or not wearing a uniform;



- g. to carry out their mission without any discrimination as to the nationality, gender, race, sexual orientation, political opinions or philosophical or religious beliefs of the users or beneficiaries of the services provided;
- h. to respect the desire for discretion of those being helped;
- i. to establish positive working relationships with other Volunteers or colleagues, becoming aware of the importance of interaction;
- j. to respond to the needs of others with maturity, friendliness and professionalism;
- k. to serve people to the extent of available means and resources, being open and persevering in their action.

15. DUTIES OF THE ITRC MEMBERS

15.1 The Members of the ItRC, with specific reference to those who hold an office, or who have been elected or appointed to a high political position in the public administration or a political party, are required to act in compliance with the following provisions:

- a. loyalty: the ItRC Member is bound to the Association by a spirit and feelings of loyalty. They act in accordance to the Fundamental Principles of the International Red Cross Movement and promote their dissemination;
- b. impartiality: the ItRC Member shall be honest, impartial and fair in the performance of his/her duties. He or she avoids any arbitrary behaviour that could harm a person, a group or any entity. In all circumstances, he or she shall meet the legitimate needs of the individual without preferential treatment or discrimination of any kind with respect to nationality, race, language, gender, political opinions, philosophical or religious beliefs;
- c. independence: the action of the ItRC Member is based on the Fundamental Principles of the International Movement and the ethical rules adopted in this Code. Their conduct cannot be influenced by external factors, including those of political nature, nor altered by personal interests;
- d. responsibility: the Member of the ItRC, aware of the importance of his/her tasks and of the related responsibilities, behaves in such a way as to win and maintain the trust of the communities in the Association, also by offering the best possible service in respect of the individual and by paying constant attention to the needs of people;
- e. competence and effectiveness: the Member of the ItRC acts on the basis of his or her skills and knowledge in order to carry out the tasks entrusted to him or her in the best possible way and with rigour. He or she applies the procedures established by the Association effectively and carefully. He or she also responds to the needs of others with maturity, friendliness and professionalism;
- f. responsibility for resources: the ItRC Member must use available resources in an economical and environmentally sustainable manner;
- g. respect for the Emblem: the ItRC member acts in accordance with the rules concerning the use of the Emblem (as laid down in the Geneva Conventions, the Additional Protocols and the Directives on the Use of the Emblem) and prevents any abuse thereof;
- h. conflict of interest: the ItRC Member must avoid conflicts of interest when performing his or her assigned functions and acts in the best interests of the Italian Red Cross, placing these interests above any other, including



those of family members or close persons. A conflict of interest arises from a situation in which a private or personal interest is likely to influence the impartial and objective exercise of institutional functions. The private or personal interest of the ItRC Member includes any advantage in favour of themselves or of third parties related to them;

- i. economic interests: the ItRC Member may not retain or acquire, directly or indirectly, other than as provided for, any interest of an economic nature or of such importance as might compromise their independence in the performance of their duties;
- j. gifts: particular caution is recommended to the ItRC Member when offered gifts in connection with their activity. As a general rule, the person concerned will discourage the giving of any gift that is not of modest value;
- k. publications and conferences: it is forbidden for an ItRC Member to give interviews to third parties, to organise press conferences or to publish texts or articles concerning activities or subjects falling within the tasks and institutional purposes of the Italian Red Cross. The Presidents of the Committees, at any territorial levels, are exclusively the bodies entitled to manage the relations with press or communication organs of any nature, according to the criterion of competence determined by the local, regional or national dimension of the subject or activity to be communicated, or of the specific competence attributed by the Statute or internal Regulations to the various representative bodies of the ItRC. The requests for collaboration from Bodies, Institutes and organisms for the processing of statistical, historical, sociological and scientific data concerning the Association are regulated in compliance with the application of the same criterion. All documents produced by the Association are confidential. Access to documents is governed by the Statute. The purpose of this provision is to safeguard the homogeneity of information concerning the Association before public opinion and institutional partners. The assignment of clear responsibilities to the Presidents/Commissioners, as representatives of the association on the territory, aims at safeguarding the image, unity and integrity of the work, strategies and policies, and recalling the responsible parties of the association with respect to the outside world. The provision is not intended to limit in any way the normal participatory and democratic life of the Members, as provided for in the Statute and the Regulations. With particular reference to employees, the Code should be read in coherence with trade union rights;
- l. confidentiality: availability and transparency do not exempt the Member of the ItRC from the duty of discretion and confidentiality. A Member of the ItRC may not communicate, in any form whatsoever, to an unqualified person, documents or information of which they become aware in the course of their duties and may not make them public. Strict adherence to the rules on access and dissemination of information is a firm obligation and any failure to do so will be liable to disciplinary action and, where appropriate, criminal prosecution. The duty of discretion and confidentiality must not be understood in absolute terms, but with reference to the functions and activities carried out in the service.



- m. complaints and reports: as part of their duties, the ItRC Member is required to report internally any irregularities he or she observes. It is also essential to refrain from making any defamatory statements addressing the Association, giving therefore preference to internal hierarchical channels for all types of reports and biased or denunciation comments. In doing so, the person concerned has a duty to ensure the accuracy and relevance of his or her statements. This provision is intended to encourage internal information in order to protect the dignity of the Association, with particular reference to compliance with internal discipline, but not also favour a substitution of internal bodies with those of ordinary justice. The provision does not intend to comment on conducts potentially falling within the scope of criminal, administrative and accounting liability, whose reporting/denunciation is not restricted, but rather required, as is the right to take legal action to protect one's rights and legitimate interests, provided for in Article 24 of the Italian Constitution. Abstention from defamatory statements is intended to protect the image of the ItRC.
- 15.2 In any case, and in order to protect the integrity of the Association, the members of the Boards of Directors, at all levels, are obliged to act solely in the interests of the Italian Red Cross and, in the event of a conflict of interest, must refrain from taking part in the decision-making process of the National Society.
- 16. ETHICS OF WORK**
- 16.1 The Association considers work ethics not only as a set of rules, but also as the way of interpreting one's professional role in society.
- 16.2 Moral consistency and respect for the values of the individual inside and outside the Association, as well as absolute respect for current labour legislation, are an investment in the development of the Association and service to the most vulnerable, as well as in the long-term planning.
- 16.3 The Association promotes synergy and mutual respect between Volunteers and Employees. Similarly, it adopts criteria to differentiate the contribution of both, equally valuable but different in nature and discipline. The Committees, at all levels, shall make known to the Members the list of those who hold a paid position and/or receive remuneration, i.e., all those who have an employment relationship:
- subordinate, indefinite or fixed-term;
 - with outsourcing, coordinated and continuous collaboration, consultancy and similar contracts;
 - ancillary.



SECTION IV - DISCIPLINARY RULES

17. DISCIPLINARY MEASURES

- 17.1 The following disciplinary measures may be applied to the ItRC Member, depending on the seriousness of the offences and/or transgressions committed in service, as well as violations of the Statute, Regulations and this Code of Ethics:
- a. verbal warning;
 - b. written reprimand;
 - c. temporary suspension for a maximum period of six months;
 - d. expulsion.
- 17.2 A verbal warning is a verbal report of reprimand for minor transgressions. It is not recorded in the Member's personal file.
- 17.3 The verbal warning falls within the competence of the President of the relevant ItRC Committee. The President shall record this in the minutes of the earliest meeting of the Board of Directors.
- 17.4 A written reprimand is a formalised statement of reproach in writing after the person concerned has been notified, with a formal invitation to exonerate itself within twenty days. The measure shall be recorded in the personal file and is applied in the case of repeated minor infringements and/or more serious infringements. The initiation of the written warning procedure shall be notified to the concerned ItRC Member by means of a personal communication indicating the subject of the proceedings initiated, the office and person responsible for the proceedings, the date by which the proceedings must be concluded, the office where the documents may be inspected, the opportunity to present their counter-arguments and to be heard personally. The person in charge of the procedure is the President or a member of the Board of Directors or the Director of the Committee. In any event, the proceeding may not be initiated if more than three months have passed since knowledge of the facts was acquired.
- 17.5 The written reprimand falls within the competence of the Board of Directors of the relevant ItRC Committee.
- 17.6 An appeal against a written warning may be lodged with the President of the Regional Committee in writing within thirty days of receipt of the decision. The President shall take an unquestionable and reasoned decision within ninety days, taking care to ensure that the parties are heard. After ninety days, in the absence of an explicit decision, the appeal is deemed to be allowed.
- 17.7 Suspension, for a maximum period of six months, shall be imposed:
- a. for serious negligence on duty;
 - b. for misconduct or denigration towards the Governing bodies, the public sector, other ItRC Volunteers and employees of the Italian Red Cross;
 - c. for behaviours not in line with the decorum of the functions;
 - d. for breach of professional secrecy;
 - e. for behaviours leading to interruption or disruption of the regularity or continuity of the service;
 - f. for misuse or abuse of statutory offices;



- g. for unauthorised use of ItRC vehicles or other instruments and equipment.
- 17.8 Suspension may not be imposed without adequate justification and without the infringement being previously notified to the ItRC Member with a formal invitation to exonerate his/herself within a period of twenty days. Initiation of suspension proceeding is notified to the ItRC Member concerned by means of a personal communication in which the following elements shall be indicated: the subject of the proceedings undertaken, the office and the person in charge of the procedure, the date by which the procedure must be concluded, the office where the documents can be inspected, the possibility of submitting their counter-arguments and be heard in person. The person in charge of the procedure is the President or a member of the Board of Directors or the Director of the Committee. In any case, the proceeding may not be initiated if more than three months have passed since the fact had been known.
- 17.9 Suspension is decided by the Board of Directors of the Committee, with the favourable vote of at least four of its members. The Board decides, after having heard the parties and analysed pleadings and documents, within a period of sixty days from the date of receipt of the proposal to apply the disciplinary measure. After this period has elapsed without the competent Organ having expressed its decision, the proposal shall be deemed rejected.
- 17.10 An appeal against suspension may be lodged with the Regional Disciplinary Board, to be submitted in writing within thirty days of receipt of the measure. The Board, to which the entirety of the dispute is referred, shall issue its decision within ninety days, unquestionably and justifiably, taking care to ensure the cross-examination between the parties. After the ninety days have passed, in the absence of an explicit decision, the appeal is deemed to have been allowed.
- 17.11 The Decisions of the Regional Disciplinary Board are subject to appeal to the National Disciplinary Board solely on grounds of failure to state reasons and failure to respect the terms and/or the cross-examination. The appeal must be lodged under penalty of forfeiture within a period of twenty days from the notification of the decision of the Regional Disciplinary Board. The National Disciplinary Board shall decide on the appeal in view of actual circumstances and without further enquiry, within the maximum period of ninety days from its receipt. In the event of cancellation, the proceedings are referred back to the Committee that adopted the measure for a new examination, in accordance with the regulations in force.
- 17.12 Expulsion shall be imposed:
- for suspension cases, when they reach a level of particular seriousness, or in case of repetition;
 - for acts revealing a lack of a sense of honour and morality;
 - for misuse or diversion of sums belonging to the Association;
 - for requesting or accepting remuneration for the services rendered;
 - for serious acts of insubordination.
- 17.13 Expulsion may not be imposed without adequate justification and without the infringement being previously notified to the ItRC Member with a formal invitation to exonerate his/herself within a period of twenty days. The initiation of the expulsion proceedings is notified to the ItRC Member concerned by means of a personal communication in which the following elements are indicated: the subject matter of the procedure promoted, the office and the person



in charge of the procedure, the date by which the procedure must be concluded, the office where the documents may be inspected, the opportunity to submit one's own counter-arguments and to be heard personally. The person in charge of the procedure is the President or a member of the Board of Directors or the Director of the Committee. In any event, the proceeding may not be initiated if more than three months have passed since knowledge of the facts was acquired.

- 17.14 Expulsion is decided by the Board of Directors of the Committee with the favourable vote of at least four members. The Board decides, after having heard the parties and analysed pleadings and documents, within sixty days from the date of receipt of the motion, to apply the disciplinary measure. After this period has elapsed without the competent Organ having expressed its decision, the proposal shall be deemed rejected.
- 17.15 An appeal against expulsion may be lodged with the Regional Disciplinary Board, in writing, within thirty days of receipt of the decision. The Board, to which the entire dispute is referred, makes an unquestionable and reasoned decision within ninety days, taking care to ensure that the parties are heard. After 90 days, in the absence of an explicit decision, the appeal is deemed to be allowed.
- 17.16 The Decisions of the Regional Disciplinary Committee may be appealed to the National Disciplinary Committee solely on the grounds of failure to state reasons and failure to comply with time terms and/or the cross-examination. The appeal must be lodged under penalty of forfeiture within a period of twenty days from the notification of the decision of the Regional Disciplinary Board. The National Disciplinary Board shall decide on the appeal in view of actual circumstances and without further enquiry, within the maximum period of ninety days from its receipt. In the event of cancellation, the proceedings are referred back to the Committee that adopted the measure for a new examination, in accordance with the regulations in force.
- 17.17 In particularly serious cases, and pending the finality of the disciplinary measure of expulsion, the ItRC Member shall be suspended from service by reasoned order of the President of the competent ItRC Committee.
- 17.18 For the purposes of these Regulations, the disciplinary measure shall be final on the day on which the appeal is rejected or, if the appeal is not lodged, on the last day on which it could have been lodged.
- 17.19 The expelled ItRC Member may, with a justified request, after five years from the expulsion measure, ask the National President for readmission to the Italian Red Cross.
- 17.20 The provisions of the law on disciplinary matters, as well as the ethical and deontological rules in force for the ItRC Auxiliary Corps of the Armed Forces, whose members are in any case subject to the rules set forth in this Section, shall remain unaffected.

18. PRECAUTIONARY SUSPENSION

- 18.1 The Member may be suspended as a precautionary measure from service if he or she is subject to criminal proceedings for offences against the person, property or the administration of justice, as well as for offences of organised crime or offences against the public administration.



- 18.2 The precautionary suspension is decided by the Board of Directors after notifying the person concerned of the start of the proceeding, stating the reasons, including those of an urgent nature.
- 18.3 A precautionary suspension shall remain in force for a period not exceeding five years. At the end of this period, the Member shall be reinstated. Any disciplinary proceeding remains suspended, without prejudice to any terms, until the outcome of the criminal proceedings.
- 18.4 A Member who is subject to a measure restricting personal freedom is automatically suspended. The Board of Directors may extend the period of suspension until sentencing, even if the state of restriction of liberty has ceased.
- 18.5 An appeal against the precautionary suspension may be lodged with the Regional Disciplinary Board, in writing, within fifteen days of receipt of the decision. The Board shall take its decision in its sole discretion and with reasons within thirty days, taking care to ensure that the parties are heard. After thirty days, in the absence of an explicit decision, the appeal is deemed to be allowed.
- 18.6 An extraordinary appeal against the decisions of the Regional Disciplinary Committee may be lodged with the National Disciplinary Committee, which may cancel the decision solely on the grounds of failure to state reasons, and failure to comply with the terms and/or the right to be heard. The appeal must be lodged under penalty of forfeiture within a period of twenty days from the notification of the decision of the Regional Disciplinary Board.
- 19. NATIONAL DISCIPLINARY BOARD**
- 19.1 The National Disciplinary Board is in charge of taking disciplinary measures against the Presidents and members of the Boards of Directors at all levels, as well as against the representatives of the ItRC Military Volunteer Corps and the Inspectors of the Corp of Volunteer Nurses, who intervene in accordance with articles 273 and 993 of the Presidential Decree. Of March 15, 2010, No. 90.
- 19.2 The National Disciplinary Board consists of five Members of proven associative ethics, possessing appropriate legal expertise, and who do not hold any statutory or other associative office.
- 19.3 The National Disciplinary Board is elected by the National Assembly by secret ballot, unless the same Assembly decides to vote for its members by show of hands. Its members hold office for four years and cannot be re-elected or stand for election to the statutory bodies of the Association after their term of office has expired.
- 19.4 In the event of the resignation of one or more members of the National Disciplinary Board, they shall be replaced by an election carried out by the National Assembly at the earliest meeting. The newly elected person shall hold office for four years.
- 19.5 The National Disciplinary Board appoints a Chairman and a Secretary from among its members and lays down its operating procedures.
- 19.6 The National Disciplinary Board, with the exception of the inaugural meeting, shall meet remotely or via videoconference, provided that each of the participants can be identified and is able to speak orally in real time on all the topics, to view and receive documentation and to transmit it, and that the simultaneous examination and deliberation is guaranteed. The verification of such



requirements shall be recorded in the minutes. Meetings in presence shall be duly motivated and the National President shall be informed of their convocation.

20. REGIONAL PUBLIC DISCIPLINARY BOARD

- 20.1 The Regional Disciplinary Board is competent for the appeals of Members who have been subjected to the disciplinary measure of temporary suspension or expulsion, as well as for the appeals of Members who have been subjected to precautionary suspension.
- 20.2 The Regional Disciplinary Board is chaired by the Regional President and consists of two other Members of proven associative ethics, possessing adequate legal skills, and who do not hold statutory or other associative offices. These Members are elected by the Regional Assembly by secret ballot and hold office for four years.
- 20.3 In the event of the resignation of one or more members of the Regional Disciplinary Board, they shall be replaced by an election carried out by the Regional Assembly at the earliest meeting. The newly elected person shall hold office for four years.



SECTION- IMPLEMENTING PROVISIONS

21. VIOLATIONS OF THE CODE OF ETHICS

- 21.1 The violation of this Code of Ethics damages the relationship of trust established between the recipients referred to in Article 2 and the ItRC, the proper performance of the obligations connected with such relationship, and may give rise to liability and the application of the sanctions provided for by laws, regulations and contracts, without prejudice to the ability of the ItRC, whose interest is harmed by the violation, to act for compensation for any damage suffered.
- 21.2 The set of rules in this Code and its annexes constitutes a series of obligations that the Member of the ItRC must accept with awareness and precision. Non-compliance with these rules, and conducts in breach of the rules and duties entails the adoption of sanctions commensurate with the seriousness of the breach, in accordance with the procedures indicated in the relevant internal regulations.

22. ELECTIONS OF DISCIPLINARY BOARDS

- 22.1 The National Disciplinary Board is elected during the first session of the National Assembly, convened after the approval of this Code, and is renewed at the next session after the expiry or resignation of its members.
- 22.2 The Regional Disciplinary Boards are elected by the Regional Assemblies, convened, also specifically, within ninety days of the approval of this Code, and are renewed at the meeting after the expiry or resignation of their members. Each Regional President shall formally notify the National Committee of the election of the Regional Disciplinary Board.

ITALIAN RED CROSS

CODE OF ETHICS, DISCIPLINARY MEASURES AND DISCIPLINARY BOARDS

Revision 3 of March 16, 2019



Croce Rossa Italiana

REVISIONS TABLE TO THIS REGULATION

<i>N.</i>	<i>Date of resolution of the National Assembly</i>	
0	December 21, 2016	<i>Approval</i>
1	July 22, 2017	<i>First revision</i>
2	March 10, 2018	<i>Second revision</i>
3	March 16, 2019	<i>Third revision</i>
4	=====	<i>Fourth revision</i>
5	=====	<i>Fifth revision</i>