



Protect - Promote - Defend

Lesbians, Gays, and Bisexuals of Botswana

Email [admin@legabibo.org](mailto:admin@legabibo.org)

Tel (+267) 316 7425 Fax (+267) 316 7465

P.O. Box 5500430 Mogoditshane, Botswana

## LEGABIBO CODE OF CONDUCT

### 1. Preamble to our constitution

- Whereas, it has been necessary to form an organisation for the purpose of monitoring the ethical, legal and human rights aspects of the Lesbian, Gay and Bisexual people in Botswana;
- Recalling that Lesbian, Gay and Bisexual people are continuously marginalised and subjected to stigma and discrimination and their human rights violated;
- Reaffirming that Botswana is a member of an international body of states that have vowed to uphold and protect the universal rights of all individuals without discrimination on any basis whatsoever;
- Recognising our diverse areas of operation and target populations, and noting that our goals can be effectively realised through sound organisational and institutional development, better resource sharing, and common approach;
- We do hereby constitute ourselves as the Lesbians, Gays and Bisexuals of Botswana (LeGaBiBo)

#### 1.1. LEGABIBO Vision

Creating a tolerant social environment where diversity is appreciated and celebrated

##### 1.1.1. Mission

LEGABIBO is a national NGO that empowers the LGBTI community and society on sexual diversity through awareness raising and building a critical mass to promote tolerance.

#### 1.2. Core values and ethics

Members and staff will conduct themselves with the following values guiding all behavior at all times.

Our Values	What They Mean – Our Value Statements
Acceptance	We accept and engage with every individual regardless of race, colour, gender identity, HIV status, ancestry, place of origin, citizenship, political belief, religion, marital status, family status, physical or mental disability/differently abled, sexual orientation, age.
Inclusivity, Equality, Humanity Non – discrimination	We do not discriminate and all human beings who adhere to our values are welcome to be part of our cause. We treat everyone with the same respect – human rights principles are followed by all who are part of LEGABIBO
Team work	We believe in working together as a team. No one gets left behind. Everyone is involved in the daily running of the organization



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Our Values	What They Mean – Our Value Statements
Equality, Dignity Respect	Everyone is treated with the same amount of respect and with dignity
Botho	Common courtesy to all
Social Responsibility	We all have a role to play in the transformation of society and aim to fulfill that role to the best of our abilities
Accountability and Transparency and ethics	<p>We are open and honest in all our work and dealings and we make this visible and available to all who are part of LEGABIBO.</p> <p>We are ethical in all we do – we are honest and trustworthy in how we conduct ourselves at all times</p>

### 1.3. Professionalism, Full Participation, Responsibility and Support

Members and staff should:

- Conduct themselves in a professional manner and respect each other, the community and all organizations and forums that it deals with.
- Conduct themselves in a professional manner when representing LEGABIBO in all platforms.
- Exhibit good behavior and attitude when representing the movement.
- Act responsibly and be role models to peers.
- Be committed to building good relationships with peers, the community and stakeholders.
- Actively participate in campaigns and marches with commitment and passion for the cause that the LGBTI movement is striving for.
- Assist other members if a member is arrested to find legal support and be present in providing court support for the member.
- Commit to support and motivate each other as peers.
- Support and be available to be part of fundraising efforts of the movement.
- Are not allowed to bring or do anything to the offices or premises of LEGABIBO that is not in line with its values and ethics.
- Handle with care and respect any electronic equipment that LEGABIBO allows members to use.
- Accept that they would need dedication, passion and perseverance to do the work required of them.



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#### **1.4. Teamwork, Empowering each other and Sharing knowledge and resources**

Members and Staff should:

- Be committed to empowering their peers through teamwork and sharing knowledge/ relevant and important information/useful resources with each other.
- Mobilize and recruit to build the movement.
- Speak for those who are unable to represent themselves.
- Treat every colleague as an equal.
- Be available to assist peers in times of need.
- Acknowledge each other's efforts regardless of age, sexuality, race, gender or nationality of the member.

#### **1.5. Unity and Speaking in one voice**

Members and staff:

- Commit to fighting for LGBTI rights and decriminalization.
- Understand the core values of LEGABIBO.
- Commit to being activists and role models to others.
- Commit to solidarity and being united in their efforts and actions.
- Strive for unity for all.

#### **1.6. Role Modelling, Holding Confidentiality and Respect**

Members and Staff should:

- Lead by example.
- Be respectful, humble and co-operative.
- Practice and hold confidentiality.
- Have self-respect and dignity for themselves and respect each other as members and other members of the community at all times.
- Respect their work-space.

#### **1.7. Well-being and Health**

Members and staff should:

- Be presentable in all aspects and dress when attending public meetings and when at the office.
- Take care of their well-being and practice self-care and care for others, recognizing that the work of activism and advocacy is very draining and demanding.
- Strive to make healthy lifestyle choices that do not affect their work and life.

#### **1.8. Age of members, Independence and self-empowerment**

Members and staff should

- Be 18 and above to become part of LEGABIBO.
- Strive for a sense of belonging in the movement.
- Be able to promote, protect and defend LGBTI rights in various forums.



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**On this date I .....(name of member) have read and understood the code of conduct and am willing to sign and agree to the terms thereof.**

Name and Signature: .....

Designation .....

Name and Signature of LEGABIBO CEO: .....

Date: ..... Place: .....



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