

# Fair Observer<sup>o</sup>

## Independence, Diversity, Debate

### Fair Observer Code of Conduct

At Fair Observer, we are committed to promoting and upholding the highest standards of professional integrity and ethical conduct. We have drafted this code to achieve our mission of informing and educating global citizens of today and tomorrow. It will help us in publishing fact-based, well-reasoned perspectives from around the world, fostering debate, discussion and dialogue and advancing public interest.

Our code sets forth our expectations and aspirations for everyone involved in the Fair Observer community, including both the core team and external authors. It extends to everyone who works with us, even those not directly involved in shaping our editorial policy, emphasizing our unwavering dedication to ethical practices throughout our organization.

Our primary goal is to engage in journalism in the public interest and foster a truly global, informed and enlightened discourse. We have drawn on our own accumulated knowledge and incorporated the best practices of reputable news organizations such as *ProPublica*.

Central to our success as a news organization is the unwavering commitment to fact and reason. Our readers must trust that the information we provide is factually accurate, fairly presented and based on our authors' best independent judgments.

Integrity is a common claim among organizations, but at Fair Observer, we are acutely aware of the profound impact our work can have on important issues and people's lives. This realization imposes a special responsibility on every team member and author to uphold the highest ethical standards in all aspects of our operations.

In upholding this Code of Conduct, we strengthen Fair Observer's commitment to responsible journalism, public service and global engagement. We welcome all who join us on this journey of informing, educating and making sense of the world.

### Definitions

a. A "core team member" is someone who performs services for Fair Observer and who has apparent or actual authority to represent the organization. Core team members may be identified by

- An @fairobserver.com email address
- A title, such as "Senior Editor," "Contributing Editor" or "Assistant Editor"
- Regular payment by Fair Observer, excluding vendors and contractors

Core Team Members may have some or none of these attributes. The CEO & Editor-in-Chief and the Board of Directors determine Core Team Member status.

b. An “external author” is someone who produces any form of content for Fair Observer, but who does not possess apparent or actual authority to represent the organization. External authors may only publish by submitting content as per the organization’s editorial guidelines and after a rigorous editing process.

### **Integrity and Professionalism**

a. Core Team Members: As representatives of Fair Observer, core team members are held to the highest standards of integrity and professionalism. They have to adhere to this code of conduct.

b. External Authors: While external authors are not formal representatives of Fair Observer, we expect them to uphold the organization’s values to maintain the quality and credibility of their work.

### **Quality Standards and Fact-Checking**

a. Core Team Members: As representatives of Fair Observer, core team members must ensure the highest standards of quality, accuracy and fact-checking in their work, upholding the organization’s commitment to reliable information.

b. External authors: External authors must adhere to Fair Observer’s quality standards and fact-checking procedures to maintain the credibility of their work.

### **Equity and Inclusivity**

a. Provide equal opportunities for individuals from diverse backgrounds to express their voices and perspectives.

b. Embrace and celebrate diversity, including but not limited to nationality, race, ethnicity, gender, religion, sexual orientation, age and socio-economic background.

c. Foster an inclusive and respectful environment that values the work of all individuals.

### **Pluralism and Multiculturalism**

a. Embrace a plurality of perspectives and promote multiculturalism within Fair Observer.

b. Encourage dialogue and understanding among different cultures, generations and viewpoints.

c. Recognize that a diverse range of perspectives enhances the organization’s ability to achieve a fair and comprehensive understanding of the world.

## **Sexual Harassment**

Follow the US federal law [guidelines](#) on sexual harassment.

## **Open and Honest Communication**

- a. Engage in open, constructive and respectful communication within the Fair Observer community.
- b. Encourage dialogue, active listening and mutual understanding among team members and authors.
- c. Promote a culture of collaboration, where ideas are shared, challenged and refined.

## **Conflict Resolution**

- a. Core Team Members: Resolve conflicts professionally and respectfully, demonstrating leadership and setting an example for others.
- b. External Authors: Address conflicts with the Fair Observer team in a professional and respectful manner, seeking resolution through open dialogue and mediation.

## **Use of Company Resources**

- a. Use Fair Observer's resources responsibly and solely for authorized purposes.
- b. Respect the confidentiality and security of company email, communication platforms, data and systems, regardless of one's role or affiliation.

## **Personal Conduct**

- a. Core Team Members: Uphold the reputation and values of Fair Observer, both within and outside the workplace, acting as ambassadors for the organization.
- b. External Authors: Conduct oneself in a professional manner when engaging with Fair Observer and its stakeholders.

## **Continuous Learning and Improvement**

- a. Core Team Members: Embrace continuous learning and professional development to enhance skills and knowledge relevant to their roles.
- b. External Authors: Actively seek opportunities for growth and improvement in their areas of expertise.

## **Reporting Violations of This Code**

a. We encourage the reporting of any violations of the code of conduct or concerns related to unethical behavior, regardless of one's role or affiliation.

b. We provide protection against retaliation for individuals who report violations in good faith.

### **Compliance with Laws and Regulations**

a. Core Team Members: As representatives of Fair Observer, core team members must comply with all applicable laws, regulations and industry standards in their work.

b. External Authors: External authors should ensure that their work aligns with legal and ethical standards.

*N.B. As an organization legally based in the United States of America, we comply with US Law.*