



**GLOBAL ACTION ON
MEN'S HEALTH**

ETHICAL POLICY

Global Action on Men's Health's ethical policy governs its relationships with partner organisations, funders and other stakeholders.

INTRODUCTION

Global Action on Men's Health (GAMH) is an independent not-for-profit, non-governmental organisation whose mission is to create a world where all men and boys have the opportunity to achieve the best possible health and wellbeing wherever they live and whatever their backgrounds.

GAMH believes that its mission can be more effectively achieved if it works collaboratively and in partnership with a wide range of other organisations in the public, voluntary and private sectors.

It is essential, therefore, that GAMH has a strict, clear and transparent policy for collaboration and partnership. Such a policy will benefit both GAMH and other organisations by ensuring that GAMH remains independent and autonomous, that there can be no actual or perceived improper influence on its work, and that its reputation is enhanced rather than put at risk.

This policy also aims to enable GAMH's staff to operate without the need for constant reference to the Board. However, it is the Director's responsibility to ensure that decisions are, where appropriate, referred to the Board and it is the Board which is ultimately responsible for the implementation of this policy.

As a charity registered in England, GAMH additionally operates in compliance with English charity law and good practice recommended by the charity regulator (The Charity Commission).

GAMH'S VALUES

GAMH seeks to promote human rights and equality with respect to age, disability, sex, race, religion and belief, sexual orientation and gender identity. It supports improvements in the health of women and of people of other genders is opposed to any activity on men's health that might adversely affect the health of women or people of other genders.

GAMH has a strengths-based view of men and boys – which acknowledges men's unique contribution to all forms of social and human endeavour – and also believes that men have a role in challenging and preventing for unacceptable behaviours, including gender-based violence.

GAMH aims to be bold, innovative and authoritative. It seeks to act with integrity, to be inclusive and to work co-operatively but to retain its independence at all times.

In every aspect of its work, GAMH aims to:

- Respect every individual's dignity and rights to privacy and confidentiality.
- Challenge any instances of sexism, gender inequality and other power imbalances that leave some people at risk of harm.
- Value and improve diversity in its governing body, workforce and volunteers.*

WORKING WITH OTHER ORGANISATIONS

GAMH:

- Will at all times make decisions about working with other organisations that are solely in the interests of its beneficiaries and not for the personal or professional advantage of Board or staff members.
- Believes it is vitally important to maintain and develop co-operative relationships with other organisations, including international bodies, governments, voluntary organisations, and those that develop, manufacture and market medicines and other treatments.
- Recognises that other organisations have different aims and objectives – often including the need to be profitable – and will have their own particular marketing agendas. However, GAMH will not enter into a partnership or relationship with any other organisation that would contradict or compromise one or more of its own values as listed above.

* These three aims are taken from: [Charity Ethical Principles](#). NCVO, London; 2019.

- Is committed to openness and transparency in all its dealings with other organisations (subject to any necessary legal or other constraints, e.g. relating to commercial confidentiality). GAMH's website will state which organisations have supported it financially (or in other ways) and by how much.¹
- Will enter partnerships and collaborations only if it is recognised as an equal party, irrespective of how large or powerful the other organisation might be.
- Will enter partnerships and collaborations with other organisations only when the outcome will be mutually beneficial and help GAMH achieve its mission.
- Will consider partnerships and collaborations that result in core or project funding or help-in-kind. Although GAMH's preference is for long-term relationships with other organisations, it will nevertheless consider short-term commitments positively. GAMH welcomes relationships that support any area of its activities.
- Is entitled – and usually prefers – to seek support from more than one organisation, either for core funding or for a specific project. No organisation can expect to acquire an exclusive relationship with GAMH.
- Will accept funding (or other forms of support) only when a written agreement on the specific support offered has been accepted and signed by both parties. This agreement will include details of agreed contact people on both sides, the outcomes/outputs expected, how the agreement will be monitored and enforced and when and how progress reports will be provided to funders.
- Will not work with or accept donations from organizations:²
 - Whose policies and activities are inherently detrimental to men's health (eg. the tobacco industry);³
 - Whose policies or activities systematically discriminate on the basis of sex, age, colour, race, nationality, religion, ethnic or national origins, disability, gender identity, or sexual orientation;⁴
 - With which a relationship would, perhaps because of the organisation's public reputation, damage GAMH (eg. by alienating important stakeholders), and which may also as a result lead to an overall fall in income. Examples of such

organisations might include fast-food manufacturers or retailers, armaments manufacturers, environmental polluters, and publishers of pornography.

- Will not accept donations from individuals with whom a relationship, perhaps because of their public reputation, damage GAMH (e.g. by alienating important stakeholders), and which may also as a result lead to an overall fall in income. Examples of such individuals might include those convicted of serious criminal activity or who promote discrimination on the basis of sex, age, colour, race, nationality, religion, ethnic or national origins, disability, gender identity, or sexual orientation.
- Will not support or endorse any specific medical or non-medical products, treatments or devices (including all pharmaceutical products whether available on prescription only or over-the-counter).
- Will consider the endorsement of patient information resources produced by the pharmaceutical industry and others but only when the information produced does not imply that GAMH supports or endorses any specific medical or non-medical products, treatments or devices (including pharmaceutical products whether available on prescription only or over-the-counter).
- No partner organisation should infer that acknowledgement of its support by GAMH represents endorsement of its policies, actions or products. Any promotional use of GAMH's name (or logo) by any other organisation must have prior explicit and written consent from GAMH's Director or Chair. Press releases which refer to GAMH cannot be issued without its prior approval.
- Reserves the right to withdraw from any partnership or collaboration if it is not being implemented according to the agreement or develops in a way that contradicts GAMH's policies and principles.

GAMH will publish this policy in full on its website (www.gamh.org).

Agreed and approved at the GAMH Board meeting on 18 October 2022.

Review date: October 2025.

Notes:

¹ Only payments totalling GBP 5,000.00 pa or more will be listed.

² Any organisation proscribed by this list would still be eligible to receive GAMH's eBulletin (or similar forms of communication) or to purchase GAMH

resources (so long as the purchases are 'off-the-shelf' and not produced to a meet the organisation's specific requirements).

³ There may be circumstances where a distinction should be made between an organisation and its workforce. For example, while GAMH would not accept sponsorship or a donation from a tobacco company, it might still consider participating in health improvement activities commissioned from it by the company for its workforce. If we were to provide a service of this kind, it would be necessary to agree with the company any public reference that might be made about its relationship with GAMH.

⁴ This clause is not intended to preclude automatically working with, for example, faith organisations which might be hostile to homosexuality in order to reach groups of men who may have particular health problems.