



VIET ENGDANGERED NARRATIVES

CODE OF CONDUCTS

Overview

Viet Endangered Narratives (VEN) is an award-winning social enterprise founded by nature enthusiasts and documentary film producers. We are dedicated to biodiversity conservation in Vietnam. Our work revolves around harnessing the power of visual storytelling to raise awareness, inspire action, and cultivate a shared responsibility for safeguarding Vietnam's threatened natural world.

At Viet Endangered Narratives (VEN), we are committed to creating an inclusive, respectful, and collaborative environment for all members, partners, and stakeholders. Our Code of Conduct outlines the principles and expectations that guide our interactions and behaviors within the organization. By adhering to these principles, we uphold the values of integrity, professionalism, and mutual respect that are central to our mission and objectives.

Core Principles:

- **Respect:** We treat all individuals with dignity, respect, and empathy, regardless of their background, identity, or perspectives.
- **Integrity:** We conduct ourselves with honesty, transparency, and ethical integrity in all our dealings and interactions.
- **Professionalism:** We maintain professional conduct and behavior in our communication, collaboration, and representation of VEN and its mission.
- **Inclusivity:** We embrace diversity and inclusion, valuing the unique contributions and perspectives of every individual within our community.

Expected Behaviors:

- **Respectful Communication:** We communicate courteously and constructively, avoiding language or behavior that may cause offense, discomfort, or harm to others.
- **Active Listening:** We listen attentively and empathetically to understand diverse viewpoints and experiences, fostering open dialogue and mutual understanding.





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- **Collaborative Engagement:** We engage in collaborative and cooperative interactions, valuing teamwork, constructive feedback, and collective problem-solving.
- **Confidentiality:** We respect the confidentiality of sensitive information shared within the organization, exercising discretion and confidentiality in our communications and interactions.
- **Professionalism in Conduct:** We uphold professional standards of conduct in all our interactions, refraining from behavior that may undermine trust, credibility, or the reputation of VEN.

Guidelines for Conduct:

- **Harassment-Free Environment:** VEN is committed to maintaining a harassment-free environment where all individuals are treated with dignity and respect. Harassment of any form, including but not limited to discrimination, bullying, intimidation, and unwelcome advances, will not be tolerated.
- **Conflict Resolution:** In the event of conflicts or disagreements, we encourage individuals to address issues constructively and respectfully, seeking mediation or assistance from VEN's leadership if necessary.
- **Compliance with Policies and Regulations:** We comply with all applicable laws, regulations, and organizational policies governing our activities and conduct within VEN.

Reporting Violations:

Individuals who observe or experience behavior that violates the principles and expectations outlined in this Code of Conduct are encouraged to report such incidents to VEN's leadership promptly. Reports will be treated confidentially and addressed with seriousness and sensitivity, in accordance with VEN's policies and procedures.

Enforcement and Accountability:

Violations of the Code of Conduct may result in corrective action, including but not limited to counseling, mediation, or termination of membership or partnership with VEN, depending on the severity and recurrence of the violation. VEN's leadership is responsible for enforcing the Code of Conduct and ensuring accountability for adherence to its principles and expectations.

Conclusion: By adhering to the principles and expectations outlined in this Code of Conduct, we uphold the values of respect, integrity, professionalism, and inclusivity that are fundamental to the mission and vision of VEN. Together, we strive to create a supportive and welcoming environment where everyone can thrive and contribute to our shared goals of biodiversity conservation and environmental advocacy.

Date: 24.10.2025

Signature:

Nguyễn Thành Paven
(Founder of VEN)

