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Contents

| Introduction | page 4 |
|---|---------|
| 1. About Betway | page 5 |
| 2. Principles and values | page 5 |
| 2.1. Cultural and educational orientations | page 7 |
| 2.2. Operational approaches | page 7 |
| OUR MISSION | page 8 |
| 3.1. Activities | page 8 |
| 3.2. Methodological guidelines | page 9 |
| 3.2. RELATIONS WITH PARTNERS | PAGE 10 |
| 3.4. Relations with the institutions | PAGE 10 |
| 4 GOVERNANCE | PAGE 10 |
| 4.1. Governance structure | PAGE 10 |
| 4.2. Requirements for joining CIPSI | PAGE 11 |
| 4.3. Structure | PAGE 11 |
| 4.5. Conduct | PAGE 11 |
| 5. HUMAN RESOURCES | page 12 |
| 5.1. Responsibilities of the Association | page 12 |
| 5.2. Conflict of interest | page 12 |
| 6. Public trust | page 12 |
| 6.1. Public information | page 12 |
| 6.2. Relations with staff | page 13 |
| 6.3. Public responsibility | page 13 |
| 7. Financial and legal aspects | page 13 |
| 7.1. Financial transparency | page 13 |
| 7.2. Legal compliance | PAGE 14 |
| 8. Research and fundraising | PAGE 14 |
| 7.1. Relations with donors | PAGE 14 |
| 9. Partners, collaborations and network of contacts | PAGE 14 |
| Communication. | page 15 |
| Distance adoption | page 15 |

Introduction

Solidarietà e Cooperazione- CIPSI - is an international and independent organization that works daily with people, communities, groups and movements that want to defeat the causes and consequences of marginality and inequalities.

Solidarietà e Cooperazione - CIPSI - is a non-profit non-governmental association and has been present in Italy since 1985. The association is active in over 90 countries with the aim of building or recovering a balance of power in favor of those who are marginalized. It is present throughout the national territory and works together with the member associations, activists and volunteers for the pursuit and achievement of strategic objectives. Solidarity and Cooperation - CIPSI - has its registered office in Milan and its operational headquarters in Rome, as well as being present in all the offices of its associates.

Globalization leads to huge changes. In a world characterized by exchanging of people and ideas, goods and services, the points of reference should be continuously redefined. Between the fa-talism resigned in front of an essentially economic globalization and the identity closures that produce exclusion, the only way that is offered to everyone to build a common future, consists in placing oneself at the head of this evolution. For this to happen, two conditions must be met:

- the source of the new reference points must be sought in dialogue with each other;
- the ambition to build a common civilization beyond the legitimate diversity between the inherited cultures, must be shared by all.

This complementarity is outlined before our eyes but, in the absence of efforts aimed at an ambitious approach between peoples and cultures, we run the risk of not achieving the desired result together.

In this context, CIPSI and its associates work to build an international policy based on:

- respect for the other, in the absence of which no type of relationship is imaginable;
- equality at all levels: between states, between peoples, between cultures, between individuals, between man and woman ...;
- freedom of conscience, absolute and without restrictions of any kind;
- solidarity, of any kind and in any field, in which the so-called Southern companies have particular, proactive vocation;
- knowledge, the founding principle of dialogue and the pleasure of the other certainly the point of arrival of the other principles, but also the condition of their perenniality in the everyday life of societies and individuals.

This document is the reference manifesto of CIPSI political and project identity. On these elements, the various popular aggregations of international solidarity that constitute it are engaged in a dynamic and constant comparison.

With this Code of Ethics (hereinafter the Code) Solidarietà e Cooperazione - CIPSI (hereinafter CIPSI or the Association) formally defines, clarifies and shares the set of recognized, accepted and shared values, as well as rights, duties and responsibilities

concerning the subjects with whom the Association enters into a relationship for the achievement of its mission. The Association Code has been prepared to indicate the inspiring principles of the behavior of all the recipients, in order to clearly and transparently define the values which CIPSI inspires in carrying out its activities.

In order to protect its image and safeguard its resources and principles, the Association will not enter into relationships of any kind with subjects who do not intend to operate in strict compliance with current legislation and / or who refuse to comply with ethical principles and rules of conduct. provided for in this Code. All people who work or collaborate with CIPSI without distinctions and exceptions undertake to observe, promote and enforce the principles of this Code of Ethics. Furthermore, the Code constitutes an official document of the Association, approved by its top management, bearing all the rights, duties and responsibilities of CIPSI and represents a guiding document for the entities adhering to the coordination. The values that inspire the strategic work of the Association lay the foundations for this ethical code.

1. About Us

Solidarietà e Cooperazione - CIPSI is a national coordination born in 1985, which associates 37 non-governmental development organizations (NGOs) and associations operating in the sector of solidarity and international cooperation. It was born with the aim of coordinating and promoting, in total independence from any political and confessional alignment, national awareness campaigns, solidarity initiatives and projects based on a partnership approach. operates as an instrument of political, cultural and planning coordination, with the aim of promoting a new culture of solidarity and social coexistence.

CIPSI structure was born in 1982, guided by the need for coordination and promotion of a new cooperation approach, while its operations are formalized pursuant to the Civil Code, with a notarial deed and registration of the Statute in Milan in 1985. In 1988 it was recognized by the Ministry of Foreign Affairs as an NGO (Non-Governmental Organization), obtaining its suitability for the realization of medium and long-term development projects, training activities, information and development education activities. In 1997 it was recognized as a Moral Body and subsequently acquired the status of a non-profit organization pursuant to law 460/98.

2. Principles and values

CIPSI and its Members are committed to respecting and consolidating the following ethical and operational principles and values:

<u>Centrality of the human being</u>, considered the protagonist of the individual and social story. Everyone has the right to a minimum standard of living, based on an equitable distribution of Earth' resources, on the elimination of misery, on social justice and on an equitable distribution of wealth. Each person must be able to determine their values and priorities and have guaranteed the possibility of organizing themselves to achieve them;

<u>Promotion of solidarity cooperation</u> aimed at preventing problems and creating the conditions of equal opportunity between peoples, through a joint collaboration between civil societies, realized through cultural exchange and an adequate and coherent use of human resources, technical and financial means;

<u>collaboration with every other reality of national and inter-national civil</u> <u>society</u> without any distinction of political, party, people, culture or other beliefs, aimed at the fight against intolerance, the dominance of market laws, the marginalization and exploitation of peoples. CIPSI members believe in the importance of a solid action respectful of the objectives of the communities with which they work and in accordance with the priorities that the latter identify as their own and believe that this must take place through popular participation in the social growth.

<u>Promotion of solidarity associations</u> as a proactive expression ed organized citizens willing to engage in solidarity; capable of promoting forms of active citizenship with respect to institutional behavior. Public opinion has both the right and the duty to be involved in cooperation and social justice processes. For this reason, CIPSI members encourage direct and indirect public support for their work, believing that this should be based on understanding the motivations and objectives of the various aggregations;

<u>Active presence on the territory</u> to promote in citizens the assumption of responsibility for the government of public affairs, the diffusion of the culture of cooperation and solidarity, the peaceful coexistence of different people.

CIPSI and its associates are not mere service managers, but agents of political and cultural change, through a coherent, constant, qualified and participatory association presence on the territory. The cultural and educational initiatives of CIPSI and its associates reflect the solidarity and popular dimension that underlies the coordination and are characterized by the capacity for democratic participation, the dimension of connection and mutual knowledge and collaboration between groups and territorial communities.

CIPSI and its associates are committed to developing and implementing cultural programs of education for global citizenship, training, information, as reported in the *Italian strategy for ECG - 2018 -* inspired by the values of solidarity and cooperation between peoples, aimed at:

<u>Arouse processes of relationship and cultural and behavioral change</u> among all populations, with particular reference to the most marginalized people. CIPSI and its associates also believe in the importance of identifying the disparities between the sexes and of recognizing the obstacles that these disparities represent for social growth, pledging to reduce them.

<u>Promote civic responsibility</u> towards the current forms of human and social local and international marginalization, which represent many of the causes of conflict and growing gap between peoples;

<u>Stimulate political awareness in citizens</u> on the interdependence of phenomena social; on relations between countries and between peoples; on the controlled use of the planet resources, through substantial political and structural changes. CIPSI and its associates undertake to promote cultural, educational and awareness-raising activities on public opinion, on the reality of poverty and on the structures that maintain it. They use their experience to try to influence national and international institutions, and in particular all the international forums in which their governments have a say, on the conditions in which the most disadvantaged populations live.

Solicit and actively contribute to a profitable deconditioning of collective prejudices through the correct knowledge of cultural and social riches

of the different; and the experience of positive relationships of coexistence and enhancement of diversity through dialogue;

<u>Promote solidarity</u>, intended as an active participation in the defense of common goods and respect for all the fundamental rights of every human being, through the sharing of their abilities and possibilities and active participation in the construction of history, culture and values founding local and world society. CIPSI and its associates undertake to create direct partnerships with the different realities of society and with all organizations that can influence living conditions. This is done in the awareness that they are only one of the many actors engaged in cooperation. Creating a relationship and coordination between the work done by the various actors involved in the cooperation can lead to a more consistent and lasting result.

<u>Use appropriate fundraising methods</u> careful to represent in a way clear and complete the realities in their differences and complexities, since inappropriate methods and simplistic images can cancel the positive impact of the interventions.

2.1. Cultural and educational orientations

CIPSI and its associates use methods oriented to educate:

- <u>to solidarity</u>, understanding, participation, responsibility and real concrete equal and democratic relationships. This implies a direct commitment to ensure that everyone can take advantage of equal opportunities on a cultural, political and economic level.
- <u>interdependence</u>, to have knowledge and knowledge of the cause of the mechanisms economic, environmental and political rulers of the world.
- <u>to reports</u>, to the authenticity of interpersonal relationships, to listening, to dialogue, developing a concrete ability to put oneself in the shoes of the other indispensable components for building true solidarity.
- <u>intercultural</u>, as knowledge, openness and encounter with the diversities, which constitute the wealth of the world;
- **to peace**, as the maximum expression of relationship and coexistence between peoples and between all human beings, in mutual respect and solidarity.

2.2 Operational approaches

CIPSI and its associates are committed to:

- <u>operate in the territory</u> to understand and interact positively with the problems, difficulties and demands of the population, and of each individual citizen, starting with the most marginalized;
- <u>collaborate with all social forces</u> public and private companies working to improve relations and the quality of civil coexistence;
- <u>be a driving force</u> and engaging for other social realities, towards a radical change of territorial relationships for the enhancement and integration with all cultures;
- <u>establish information networks and cultural proposals</u> involving local authorities, public and private subjects, training and cultural environments through itineraries of progressive knowledge of the problems of the relationship between peoples, of the causes of the marginalization

tion, the complexity of cooperation to promote and build concrete actions to respond to any violation of human rights and to defend the common goods of humanity.

While safeguarding their identity and peculiarities, CIPSI and its associates are committed to the realization of common programs; in the production of advertising and teaching materials; in the distribution of what is produced; in the socialization of what they accomplish; for less energy expenditure, but above all to be a force for change and political cultural pressure on the territory. Being part of CIPSI means not only "Have some common ideas, but also Strive to achieve them together", to make it more visible and the actions that are carried out are more incisive.

Global Citizenship Education (ECG) and training initiatives are characterized by their design approach elaborated together, avoiding the occasion. For this reason, active methodologies and techniques are used, which involve the participants in the training process, in all its phases from consultation to implementation. To this end, situations are preferred that allow and stimulate intervention, participation, self-training, even empathic elaboration of new learning, open dialogue and comparison, assisting with media aids, educational games, testimonials, etc.

In all educational and information initiatives, an attempt is made to give ample space to direct testimonies of those who are expression, live or are active in other peoples and in other cultures.

3. Our Mission

CIPSI and its associates work to build an international policy based on: respect for the other, in the absence of which no type of relationship is imaginable; equality at all levels, between states, peoples, cultures, individuals; freedom of conscience, absolute and without restrictions of any kind; solidarity, of any kind and in any field; knowledge, as a founding element of dialogue.

3.1. Activities

CIPSI and its associates achieve their objectives by promoting various activities, projects and awareness campaigns. Specifically, it:

- coordinates the interventions of the individual member associations;
- safeguard the ideal patrimony of popular participation of the members in the context of solidarity and international cooperation;
- constitutes a *forum* consultative of exchanges of ideas and experiences to foster a culture of solidarity, in order to improve the quality of interventions;
- promotes relations and initiatives among peoples, also with a view to supporting locally existing social aggregations;
- directly creates and manages solidarity and cooperation, social promotion, training, cultural and information programs;
- acts as interlocutor towards national and international institutions and, in particular, the Ministry of Foreign Affairs, the European Union and multilateral agencies for needs of common interest:

- favors and supports, with training, solidarity and exchange programs and initiatives, the strengthening of the basic groups and their coordination;
- provides services related to the aforementioned purposes to member associations and third parties.

3.2. Methodological guidelines

CIPSI and its associates operate through approaches and methodologies aimed at:

- <u>know the realities with which you are in relationship and with which you act</u>, in all the historical, cultural and social aspects, avoiding their geographical dispersion, in a perspective to accompany the path in the medium and long term;
- <u>enhancing</u>, <u>promoting</u>, <u>supporting local social aggregations</u> engaged, directly or indirectly, in the construction of local social and economic relationships;
- <u>pursuing professional and managerial qualification</u> own and that of the partners so that the interventions are more and more responsive to the expectations of social, political, economic autonomy of the populations. From this point of view, the sending of personnel is strictly limited to programmatic requirements agreed with the partners and to the strengthening of the partnership relations themselves and with the local and international institutions;
- <u>establishing concrete and effective relationships with partners</u> that develop social, cultural, educational and productive programs in the priority interest of local communities. Particular importance must be given to the participation and promotion of consortium and / or coordinated activities between different subjects;
- **sharing cultural, human and technical wealth** with the partners, providing for their participation both in the implementation of the on-site activities and in the animation, awareness and training in Italy.

In consideration of the priority given to the promotion of civil society through partnership relations, CIPSI and its associates favor the realities which are the expression of the local populations and which guarantee their full involvement.

The partnership is based on the in-depth knowledge of the partner and of the reality that surrounds him, in order to establish relationships of equal collaboration.

In choosing to support organizations that are an expression of local companies, CIPSI Members give priority to partners who are characterized by a good level of initiative autonomy in identifying interventions and by the ability to:

- **<u>promote an economy for the poorest categories</u>**, able to to generate employment and income, respecting social, cultural and environmental balances;
- <u>support the growth of grassroots organizations</u>, according to specifics objectives such as responses to existing problems in the area (human rights organizations, political participation movements, cultural recovery and enhancement, promotion of the weaker social groups, revitalization of the local economy and productivity, etc ...);
- <u>strengthen intermediate organizations</u> committed to promoting associative life and the direct socio-political participation of local populations.

With a view to making the interventions ever more incisive, all those initiatives which simultaneously involve several associated bodies in pursuing the same objectives are to be considered priority. Consequently, CIPSI and its associates undertake to promote and foster joint concertation and operations.

3.2. RELATIONS WITH PARTNERS

The CIPSI and its associates, believing that cooperation is an instrument of participatory justice and solidarity, guarantee their support mainly to the activities that have the objectives of growth of civil society through the human and professional training of populations and the strengthening of the associative realities. In this context, partnership is the fundamental approach of all CIPSI reports.

CIPSI and its associates directly support the processes that characterize the evolution of local communities and their aggregations for:

- <u>democratization and defense of human rights</u>, understood as real emancipation and acquisition of fundamental socio-political rights by populations and as a fight against all forms of discrimination and violation of fundamental human rights by anyone and wherever they are perpetrated;
- <u>regional paths of peace and internal reconciliation.</u> In this sense, the shareholders, in function of specific geographical and / or sectoral experiences, work concretely in actions that prevent all forms of social tension, developing dialogue and comparison between the parties;
- **promoting the popular economy** intended as one of the main answers to the problem of injustice and the distribution of resources. Support for popular economic realities is also foreseen through direct and specific interventions, such as the activation of some forms of financial support instruments (microcredit, etc ...).

3.4. Relations with institutions

CIPSI and its associates are committed to:

- <u>confront with public institutions</u>, central and peripheral in compliance with the mutual roles. They claim their autonomy, complementarity and the right to constructive propositiveness regarding relational problems between people and people, both locally and internationally;
- <u>exercise a critical surveillance function</u>, towards public interventions, especially in matters of guaranteeing and safeguarding the rights and common goods of all populations;
- <u>develop and propose a concrete initiative</u> aimed at intervening on the causes of the main social problems.
- **<u>promote consistency</u>** between policies and interventions at national level and international, to guarantee the centrality of the person, the protection of rights and the defense of common goods for all citizens.

4. Governance

4.1. Structure

CIPSI, as a national network of partnership NGOs, is a non-profit organization and is configured as a democratic structure.

Solidarietà e Cooperazione -CIPSI is made up of Members and Friends. The CIPSI Members and Friends are the associations, bodies, institutes, foundations, committees, which by statute pursue objectives of solidarity and cooperation with peoples in need.

Acceptance of Members

Competence of the Assembly, which deliberates with a favorable vote of at least two thirds of the Members present, while the acceptance of the Friends is deliberated by the Board of Directors and ratified by the Assembly.

4.2. Requirements for joiningCIPSI

To join CIPSI it is required to:

- be representative of a group of people, with a concrete roots in the territory both at the level of supporters and partners;
- ensure constant attention in updating its objectives, operating methods, i membership identification and participation criteria, self-financing methods;
- choose responsible and competent collaborators in the various activities, ensuring them a permanent professional and cultural training;
- promote the values of solidarity and social responsibility in individual people as in various social and economic realities;
- to contribute to building a context of relationships within the association, coordination and with the various partners;
- ensure the ethical content, transparency, administrative correctness
 e coherence in witnessing at the level of individual and associative behavior;
- diversify the sources of financing, to safeguard their decision-making autonomy.

4.3. Structure of the governing body

The organs of the Association are:

- the shareholders' meeting;
- the Board of Directors
- The President of the Association

All the offices in the Club are elected and unpaid.

4.4. Responsibility of the governing body

The Board of Directors and the President of the Association act in full compliance with the principles of integrity, fairness, good faith, proportionality, objectivity, transparency, fairness and reasonableness, taking into consideration any new circumstances and changing conditions, as well as the evolution of questions and needs that manifest themselves in Italian society and internationally, acting in a position of independence and impartiality.

4.5. Conduct of the governing body

The Membership and Friends Bodies of CIPSI participate in the activity of the Association and enjoy its services for the pursuit of the purposes set out in the Statute.

The Assembly is a sovereign body and is composed of all the Members in good standing with the payment of the annual dues and contents. Each Member can participate in the Assembly with multiple delegates, but has the right to only one vote, expressed by his President or his delegate. CIPSI Friends participate in the Assemblies with only an advisory, non-deliberative opinion.

Members who do not participate in at least three consecutive Assemblies of the Association, without just cause, can be declared lapsed by the Assembly. Similarly, Members and Friends who do not pay the membership fees and membership fees for an exercise, without justified reason, can be declared lapsed.

The Board of Directors is convened by the President if there is a matter on which to deliberate and when at least a third of the directors request it. It implements every executive act necessary for the realization of the program of activities that is not reserved to the competence of the Assembly.

5. HUMAN RESOURCES

5.1. Responsibilities of the Association

In line with the provisions of Art. 1 of the Universal Declaration of Human Rights: All human beings are born free and equal in dignity and rights, are endowed with reason and conscience and must act towards each other in a spirit of brotherhood; CIPSI does not violate the basic human rights of no person.

The Association does not allow any discrimination, accepting within its staff anyone who shares the values of *mission*, which the association proposes without distinction of race, political and religious orientation, sex and sexual orientation.

5.2. Conflict of interest

All staff are cautiously dissuaded from making decisions or carrying out activities inherent to their functions in situations involving their own interests, that of their spouse or parent. Should such a situation arise, the parties involved are required to report the existence of a conflict of interest, even potential, of a patrimonial or other nature.

The governing body, in the exercise of its functions, must act with transparency, loyalty and honesty, without placing its personal needs before those that the Association proposes.

In the exercise of its functions, the governing body and in line with the principles that this code proposes, must act with transparency, loyalty and clarity without placing its personal needs before those that the association proposes. Each member of the board of directors must indicate any potential or real interest risk in the exercise of the same office in another organization or association with the same purposes as this one.

6. Public trust

6.1. Public information

CIPSI makes information about its programs, activities and services available to the public of users, donors, collaborators and volunteers.

This information may be financial, partnership or related collaborations. CIPSI undertakes to communicate in a clear and transparent way the use of the funds at its disposal, the donations, the collections and the consumer goods received, in line with the principles that the Association proposes itself.

CIPSI Association respects the privacy and protection of personal data rules of each collaborator, of the working staff, of the partners, of the donors, following the normal procedures of the current law. Furthermore, CIPSI is required to continuously inform and update its staff on the basis of national regulatory changes regarding the Privacy Laws.

6.2 Relations with staff

All staff are treated fairly and with recognition of their rights. In line with the code of ethics laid down there, personnel are not judged and any right of expression, conscience and freedom of association are respected and protected. The staff is encouraged and guided in maintaining the highest standards of professional and personal conduct and guided to put the association objectives before the personal ones, favoring the interests of all programming over individual wishes. Staff members refrain from using their official position, whether regular or voluntary, to secure privileges and receive benefits for themselves.

All loans issued by the association, if any, are managed by a policy that describes how they work and these loans are communicated to the Board of Directors.

6.3 Public responsibility

CIPSI and the associations belonging to the coordination commit themselves to the realization of common programs. They act without making any judgment on the staff political, ethnic, religious or sexual orientations and reiterates that anyone who notices a prejudicial attitude, or presumed such, is required to report.

In addition to this, they undertake to refuse any kind of support or partnership with subjects deemed unworthy, as subjects recognized in the criminal sphere, belonging to mafia or criminal organizations, involved in policies of child exploitation or discriminatory work.

7. Financial and legal aspects

7.1. Financial transparency

Integrity and transparency towards users and donors is evidenced by the continuous updating of minutes and financial documents. In addition, the Association undertakes to publish its annual budgets on the basis of the reporting request in accordance with Italian, European and local laws.

The expenses of the CIPSI are covered by: income deriving from the Association own activities, membership fees and contributions paid by the Members, public and private contributions.

The certification of the Financial Statements is carried out by the Auditor external to the Association, appointed by the Shareholders; Meeting, on the proposal of the Board of Directors. The Auditor must annually certify the final balance of the Association and provide for the audit of the activities required by individuals donors. The certification will accompany the financial statements final balance and will be distributed to members and to all external institutions.

7.2. Legal compliance

The organization activities and governance comply with the regulations of the Italian state and the European Union.

CIPSI, in compliance with the principles of solidarity that it proposes, also operates in reality in third countries and in impoverished countries. All its activities remain pertinent to the mission and the Association periodically carries out an internal check regarding the organization compliance with the regulatory and regulatory provisions. The summaries of these reviews are presented to internal staff.

8. Research and fundraising

In order to finance its operating costs and the implementation of activities and projects, the CIPSI Association raises funds through voluntary financial support from institutions, foundations, companies, individual donors and government agencies.

These money transfers involve particular values and obligations on the part of both the donor and the Association itself. As a recipient of funds, CIPSI is open, responsible and transparent towards the donor. Each entry will always be used responsibly, safely and according to the intentions of the donor, in accordance with what is issued by this Code of Ethics.

The Association does not tolerate activities contrary to its ethical principles, such as double financing for the same project or the diversion of funds dedicated to different uses with respect to the project for which they have been approved.

CIPSI has an organized system for keeping track of financing expenses and produces timely reports on the use and management of funds. If interested parties or donors request it, you can always receive prospectuses regarding donations. All administrative management is subject to external verification by a specific Control Body appointed by the Shareholders' Meeting.

8.1. Relations with donors

The staff of the Association does not exploit any relationship with a donor or potential donor, neither for a personal benefit nor for the benefit of any individual (relative, partner, friend or colleague etc ...).

Privileged or confidential information regarding the donor or donation is not disclosed to unauthorized persons in accordance with privacy laws. In fact, the Association recognizes the donors' right to remain anonymous, not to include his name in lists which will then be sold, rented or granted to others.

Furthermore, CIPSI staff do not in any case use excessive pressure, coercion, undue conditioning or other unethical means in requests and relations with donors, both public and private.

9. Partners, collaborations and network of contacts

CIPSI Members believe that cooperation is an instrument of participatory justice and solidarity.

CIPSI collaborates with other civil society organizations, intergovernmental agencies and businesses with the aim of consolidating and concretizing its objectives relating to its Mission.

CIPSI also supports the work of other organizations at local and national level and collaborates with the network of national and international solidarity coordination with particular reference to the work done in third countries. These collaborations allow the Association to increase and strengthen its strengths and access to possible resources.

Each collaboration is characterized by financial transparency and a two-way flow of information, ideas and experiences. Collaborations are receptive to changes and these are elaborated in cooperation between the parties and not vertically.

Partnership relations constitute the fundamental approach of all the Associations' relations and the proposed objectives, in line with the *mission*, are those for the growth of civil society through the human and professional training of populations and the strengthening of associations.

Finally, CIPSI is open to other collaborations with other organizations that act ethically, in order to promote the growth, effectiveness and efficiency of the sector, including the ability to promote the public good.

Communication.

CIPSI pays close attention to promoting communication aimed at promoting information, deepening and promotion of human dignity, promoting a language, through all its channels, of respect and dialogue in diversity.

CIPSI communication is characterized by a non-instrumental use of images of people and situations, and is committed to supporting its contents and positions, facilitating access to information sources and supporting research activities, in order to disseminate critical and documented information.

Distance adoption

CIPSI Associations intend Distance Support as: "A tool for implementation of programs for the promotion and protection of the fundamental rights of every human being - with particular reference to the younger segments of the population - thus meaning the beneficiaries as subjects aware of their rights and actively participating in the initiatives carried out".

To this end, CIPSI and its associates that deal with Distance Support (SAD), in compliance with the rules of the Italian State and the principles contained in the Universal-Sale Declaration of Human Rights (1948) and the International Convention on Human Rights Childhood (1989) - they recognize and are committed to respecting and promoting the principles and rules on distance support, better defined in CIPSI Charter on distance support; approved by the Shareholders' Meeting in Bologna in May 2008.

Approved by the Shareholders' Meeting in Bologna on November 24, 2018.