

JCI CODE – Ethical Guidelines of Junior Chamber International Finland

Junior Chamber International (JCI) Finland is an organization for young adults aged 18–40, focusing on leadership development and personal growth, with the goal of making a positive impact on society. The JCI Code of Finland consists of the following components:

- Ethical Guidelines
- Description of the Harassment Liaison Officer Program
- Procedures for addressing harassment situations

The Ethical Guidelines outline key principles that are essential for the operations of JCI Finland and reflect the values of the organization. The guidelines also describe the role of harassment liaison officers and provide steps for handling harassment situations. These guidelines apply to all members of JCI Finland, including trial members, regular members, honorary members, senators, JCI Finland Foundation donors, and their guests.

In this context, harassment refers to discrimination, harassment, or any inappropriate behavior toward another person, as prohibited by the Finnish Equality Act.

The National Board of JCI Finland is responsible for updating these guidelines.



Ethical Guidelines

Equality and Trustworthiness

In all our activities, we promote fairness, equality, and non-discrimination. All members are treated equally, regardless of gender, age, ethnicity, sexual orientation, personal characteristics, political beliefs, religious background, organizational affiliation, worldview, or other similar factors. Every individual is valuable, and we treat everyone with respect and fairness.

Promoting Shared Goals

As members of JCI, we operate according to our strategy and values (JCI Creed) and work toward achieving our common goals.

JCI Creed:

We believe:

*That faith in human potential gives meaning and purpose to life;
That the brotherhood of man transcends the sovereignty of nations;
That economic justice can best be won by free men through free enterprise;
That government should be of laws rather than of men;
That earth's greatest treasure lies in human personality;
And that service to humanity is the best work of life.*

Maintaining a Positive Public Image

As representatives of JCI, we are the face of the organization, and thus, we strive to uphold and promote its good reputation and public image. Whether within the organization, at external events, or on social media, we act with dignity and respect.

JCI engages in diverse communication through various channels, and our activities are followed by a wide audience, including individuals, companies, organizations, media representatives, and decision-makers. When appearing in the media, we act in a way that does not cause harm to the organization or its members.

Politically and Religiously Neutral Organization

JCI Finland is politically and religiously neutral.



Suomen Nuorkauppakamarit
Finlands Juniorhandelskamrar
Junior Chamber International Finland

While JCI encourages its members to engage actively in society, it does not endorse any political or religious affiliations. A politically active person can be a member of JCI, and JCI may organize events that are independent of any political parties.

Strength Through Collaboration

Collaboration is a strength within JCI. Each member is responsible for fostering a positive environment. We promote collaboration by openly sharing information, engaging in discussions, and being helpful and courteous. We value and build partnerships both within our chambers and with external partners.

Inappropriate behavior is not acceptable in JCI or among its partners. Even when we disagree, we respect each other's opinions and do not criticize each other behind their backs. Conflicts are resolved constructively between the parties involved. We actively address any issues or harassment we observe, showing empathy toward one another.

Openness to New Members and Ideas

We welcome new and diverse individuals. In our events and meetings, we make an effort to get to know each other and ensure that new members feel welcome in the organization.

JCI evolves with the times, and we are open to new ideas. We encourage brainstorming and actively give feedback on our activities to continuously improve in a changing environment.

JCI is a Harassment-Free Zone

We do not tolerate any form of harassment or bullying within JCI. Everyone should feel safe and able to participate in JCI activities without fear of harassment.

If a member experiences harassment within JCI, they can reach out to the harassment liaison officers appointed by the National Board.



Harassment Liaison Officer Program

JCI Finland has appointed harassment liaison officers, chosen by the National Board. The role of these officers is to listen without judgment and to intervene when requested in situations involving harassment.

Liaison officers can be approached in person at events or contacted via phone or email.

After the initial contact, the liaison officer and the individual affected by harassment will discuss the situation and possible actions. The liaison officer's work is confidential, and they will not take any action without the affected person's consent. If desired, the affected person may seek only advice and support without requesting any further steps.

The contact details of the liaison officers are available on the JCI Finland website. The officers are trained for their role.

Procedure for Addressing Harassment Situations

If there is suspicion of a criminal offense in a harassment situation, it is essential to contact the police directly.

If you experience harassment, discrimination, bullying, or inappropriate behavior and cannot resolve the situation through discussion, follow these steps:

Contact a harassment liaison officer:

- Explain what you have experienced or what has happened.
- Discuss how the situation can be resolved.
- Clarify what support you need or expect from the contact.

If you witness harassment, follow these steps:

- Intervene courageously and inform the parties that any form of harassment or discrimination is unacceptable.
- Get the consent of the person affected before reporting the matter to a harassment liaison officer.
- Contact the harassment liaison officer and explain what has happened.
- The harassment liaison officer will, with your consent, contact all parties involved to resolve the situation.

The role of the harassment liaison officer in harassment situations:

Upon receiving information about a harassment situation, the harassment liaison officer acts confidentially and with the consent of the person who has experienced harassment.

Actions of the harassment liaison officer in harassment situations:

- Confidentially contact the parties involved to discuss the incident separately.
- Arrange for both parties to have the opportunity to talk about the incident and be heard.
- If necessary, advise the parties to seek additional support services, such as hotlines.
- If requested by the affected person, bring the matter to the attention of the National Board for further action.

Further Measures in Harassment Cases

If the harassment situation requires further action, the liaison officer may bring the case to the National Board.

The National Board may:

- For justified reasons, prevent the individual in breach of the JCI Code from participating in national or regional events for a specified period.
- Request the regional organization to prevent the individual from attending its events or activities.
- Ask the local chamber to take steps to expel the member from the association if the criteria outlined in the association's bylaws or the Finnish Associations Act (503/1989) are met.

