



KAJO FINNJAMBOREE
15-23 July 2022





Ethical Guidelines

Guidelines to this presentation

- This presentation introduces the main points of the Kajo ethical guidelines.
- The presentation also features different case examples that are intended to help conceptualise the ethical guidelines, as well as offer food for thought in various situations that require ethical guidance.
- The guidelines are for all Kajo participants, which means you as well, regardless if you are a recruiter, a recruit, a participant, or an organizer. If you take part in Kajo, the ethical guidelines apply to you.
- Go through the guidelines and this presentation together with someone else.
- If you have recruits, go through the presentation with them.
- If you are a recruit, go through the presentation with your recruiter.
- Make sure that you have thoroughly studied this presentation and the guidelines.



Where do I find the Ethical Guidelines?

- Kajo webpage --> participants --> training
- for Kajo participants (only in Finnish): <https://kajo2022.fi/osallistujille/koulutusta-kajolaisille/>
- Kajo greatest hits – Sharepoint, Responsibility, and partnerships (only in Finnish)
- <https://partio.sharepoint.com/sites/Kajo/SitePages/Kajon-kootut.aspx>
- Responsibility and partnerships
- webpage (only in Finnish): <https://kajo2022.fi/vastuullisuus/>



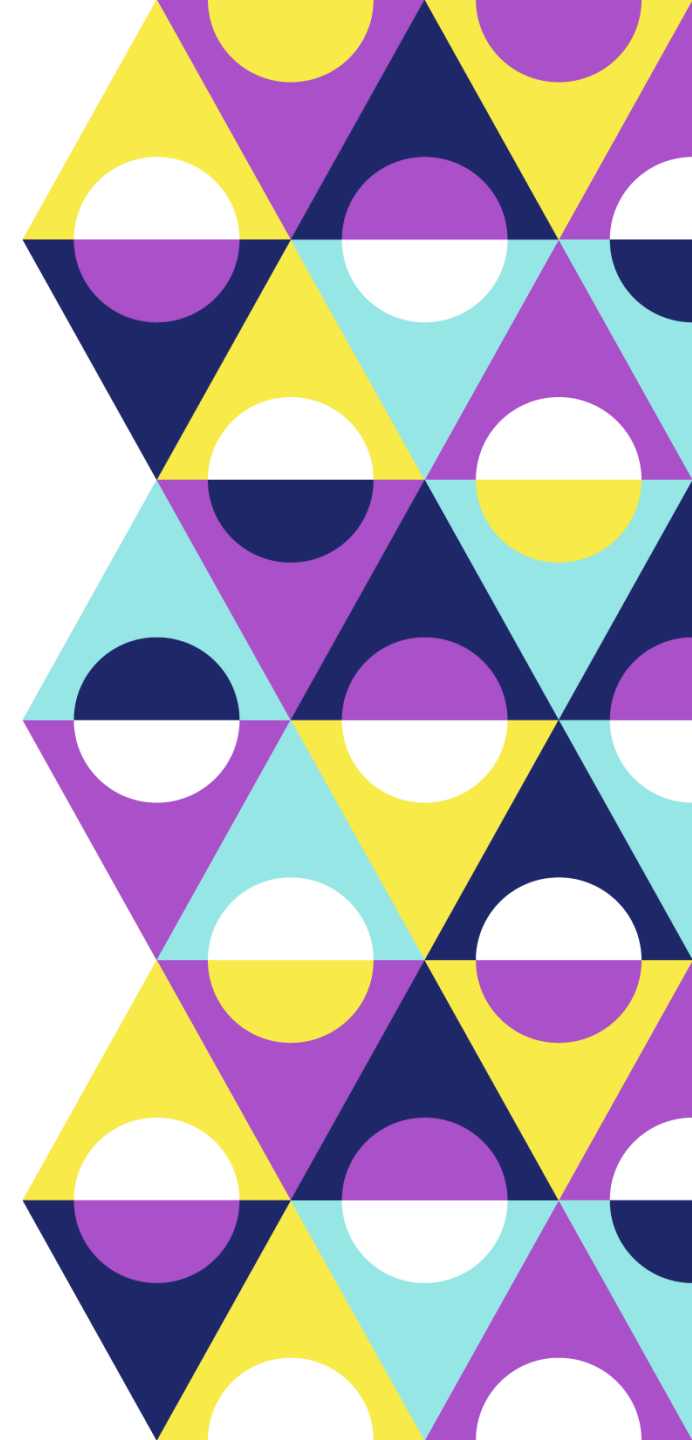
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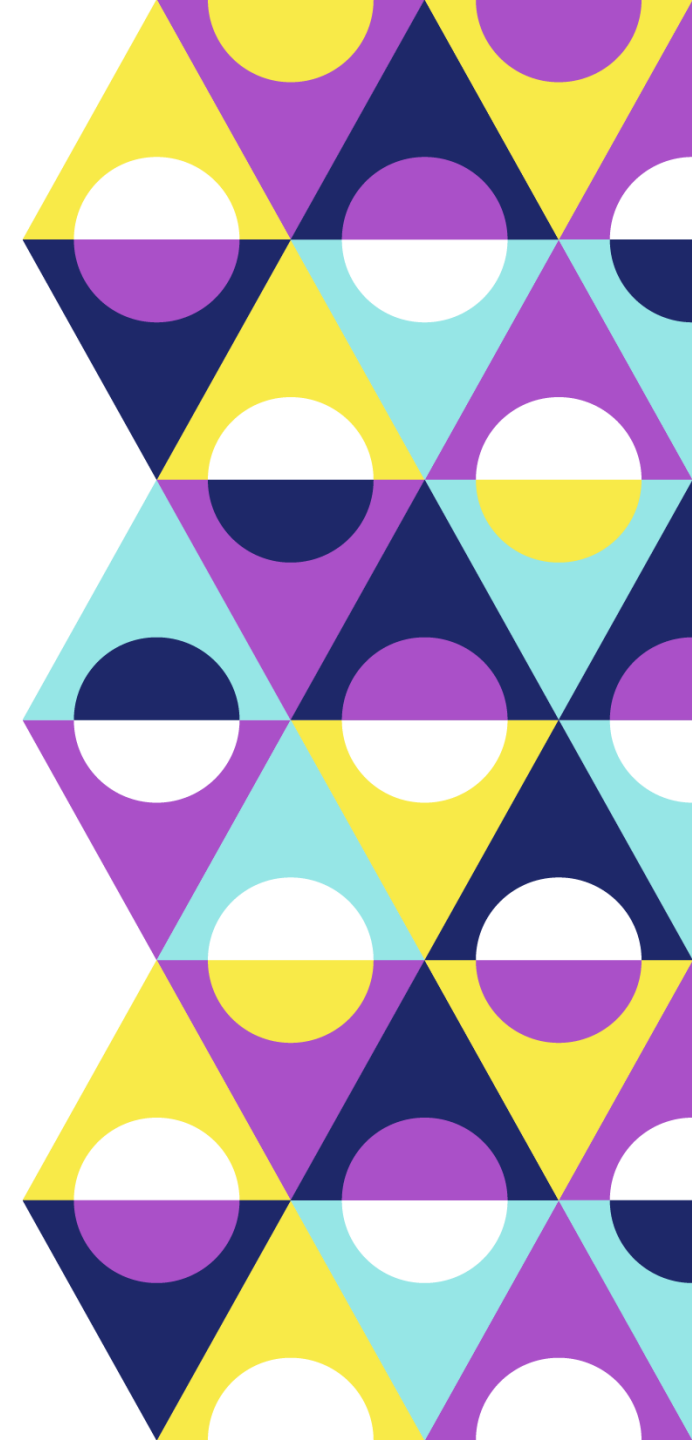
What do ethical guidelines mean?

- Everyone is treated equally
- We do not pursue personal interests.
- We follow the law and obey rules
- We act responsibly
- We respect human rights



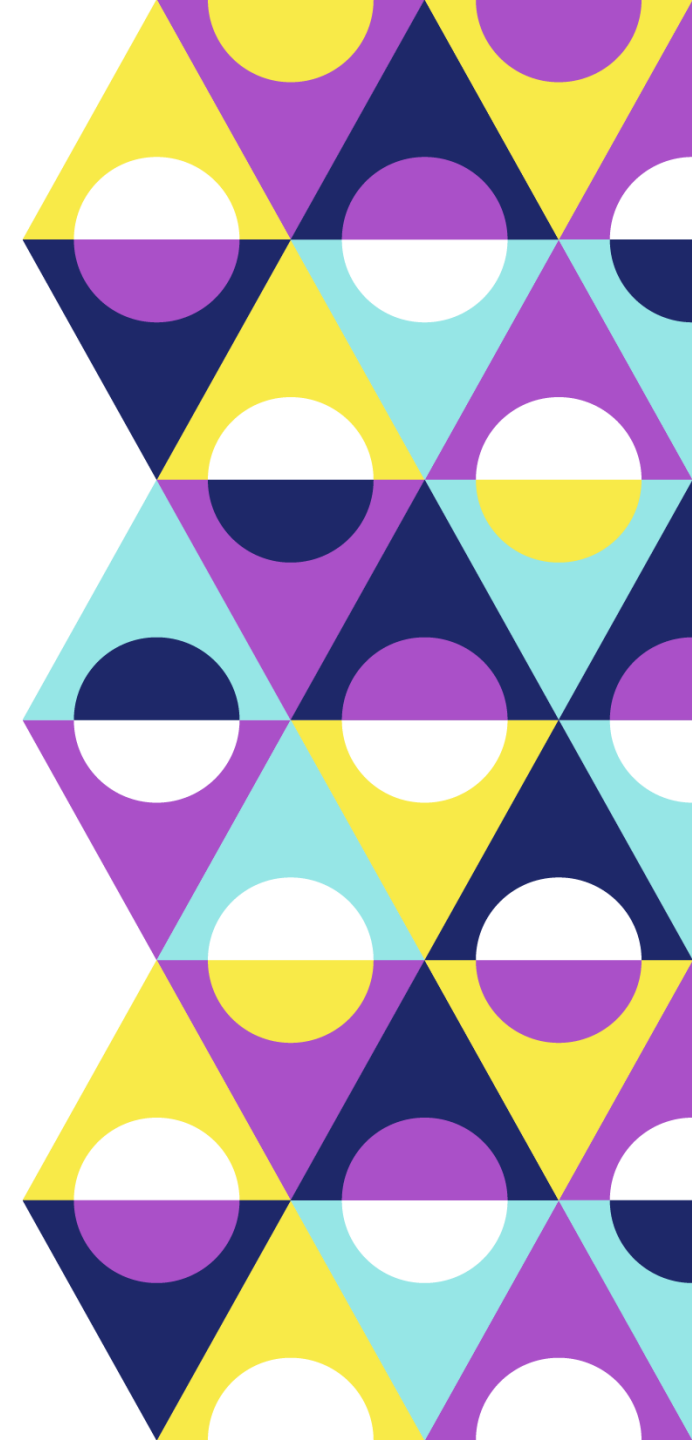
Why does this apply to me?

- Because all Kajo participants are responsible for a successful camping experience.
- Because this way we can make sure that Kajo is responsible and that the ethical guidelines are well known and followed as widely as possible.
- Everyone is responsible for a better Kajo.
- Kajo participant refers to everyone who is connected to Kajo in one way or another, either as a contributor or a participant.



What if somebody does not follow the guidelines?

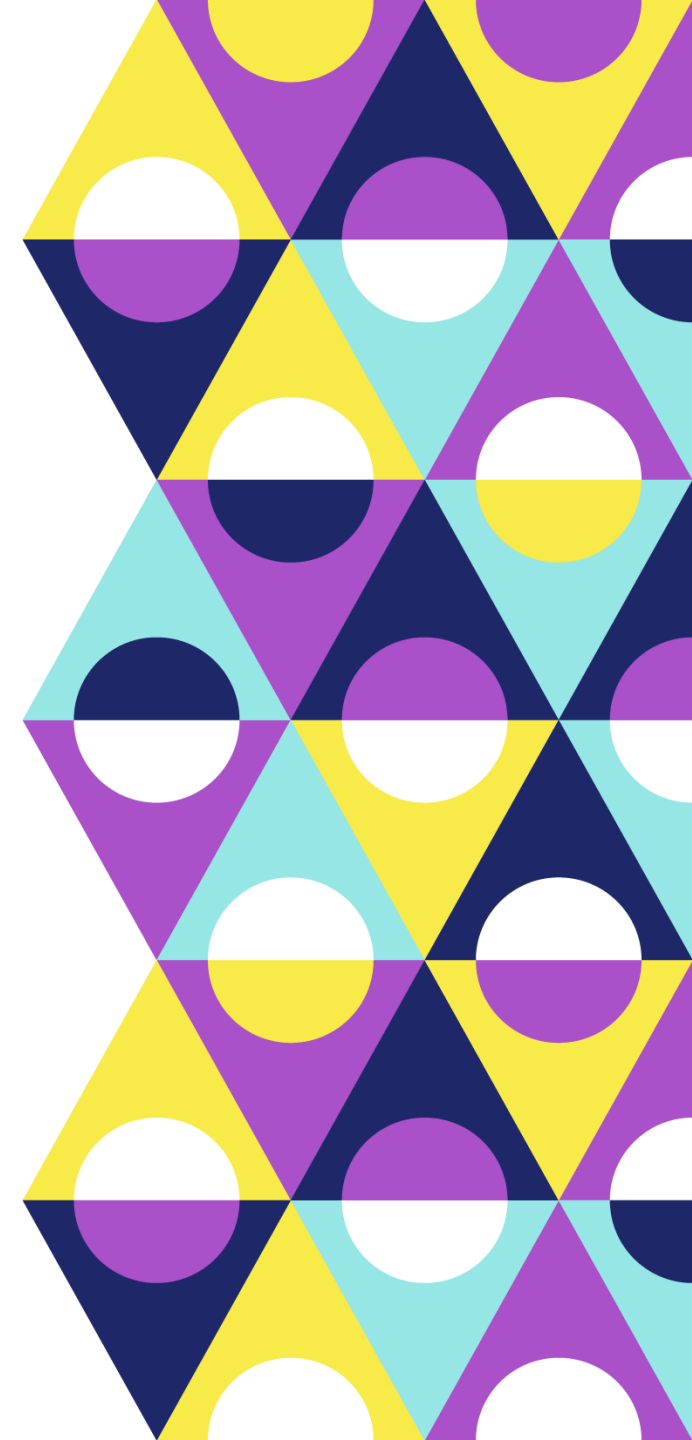
- If you realize that something is not going according to the guidelines, or that the guidelines are being broken, contact your recruiter or the leader of the camp scout group.
- Henkka, the equality expert, can also help.
- You can also always ask if there is something on your mind or if you are unsure about something.



What else should I consider?

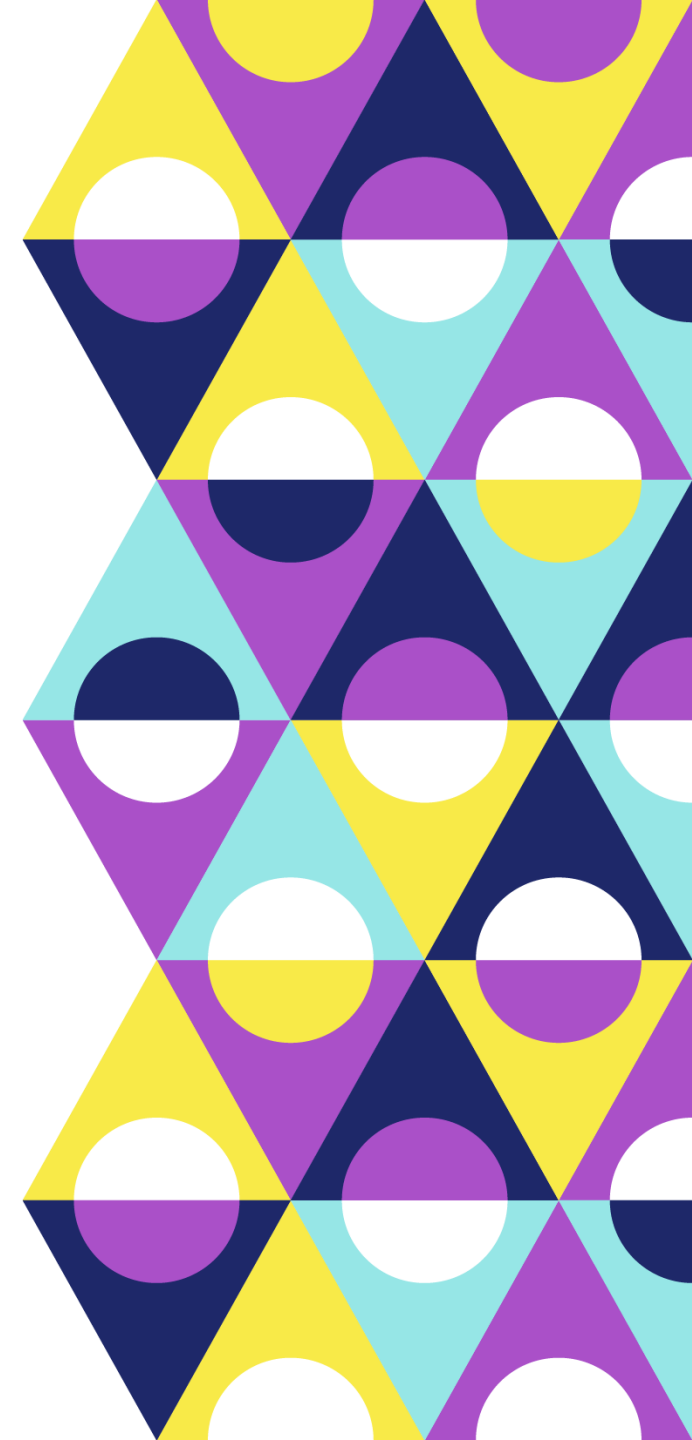
Are there any other rules?

- All scouting activities, Kajo included, follow the Scout principles, educational goals, ideals, and values.
- The Kajo Ethical Guidelines is one of the various sets of guidelines that are followed at Kajo.
- The official Kajo rules are recorded in KajoLex.
- Additionally, different valleys or activities may have special rules concerning, for example, safety.



Examples

- The following slides feature eight different case examples, all of which are connected to the ethical guidelines in some way.
- Each situation is different, and some of them may not necessarily be applicable to your task or division in particular.
- We still recommend you to consider each situation because they will help you to better understand the ethical guidelines.
- After each situation there is a brief summary of issues that should have been considered.
- Please read each situation and then discuss it with one or several Kajo goers. Afterwards, you can have a look at our thoughts on responsibility.
- Remember - there might not be any one right answer to a given case.





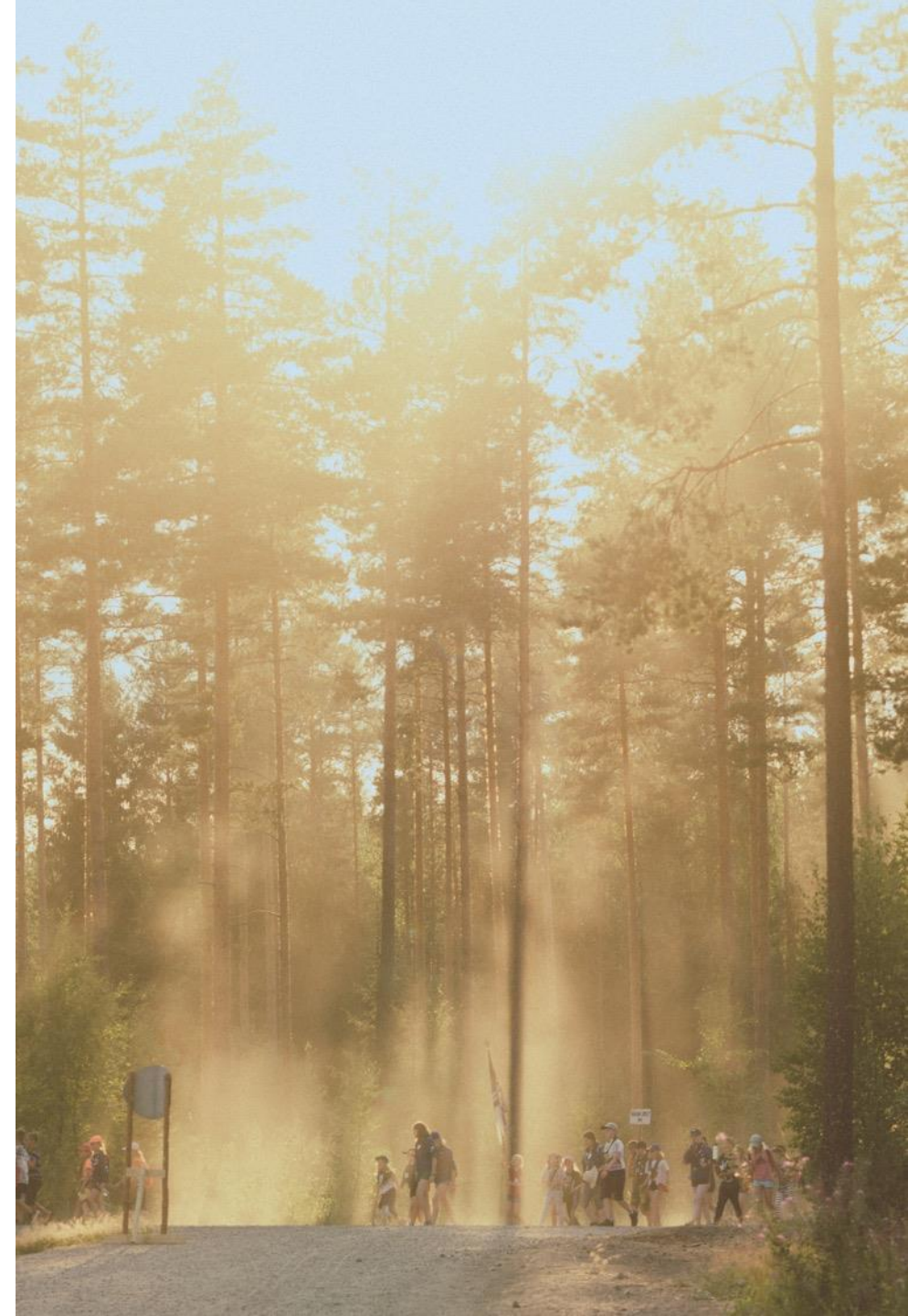
Example 1

- Scout X needs a big pile of pencils and paper for the camp. Their parents happen to run a stationery shop. Scout X buys the supplies from there and the shop bills Kajo.



Example 1

- While it may be a very nice thing to support your parents - and perhaps get the supplies more affordably - it is important to treat all service or product suppliers equally.
- Furthermore, it is not acceptable to work towards one's personal benefit.
- We do not favour businesses or companies owned by us or our inner circle while collaborating towards the Kajo project.





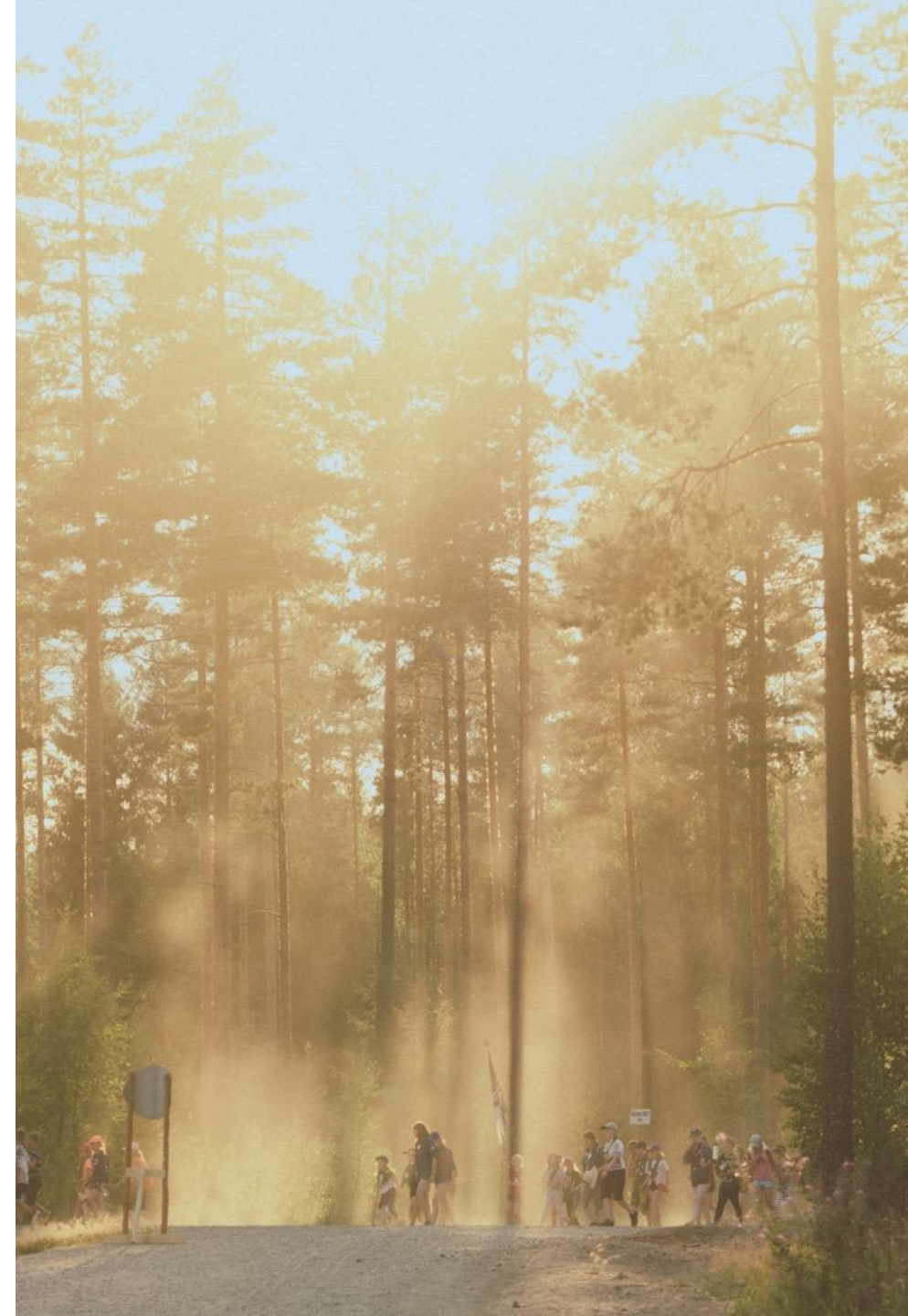
Example 2

- Your local group receives a collaboration proposal: In exchange for advertising a magic pill from Nonsense Ltd promised to remove all hunger from the entire camp with a single pill, the company will issue a payment to the local group.



Example 2

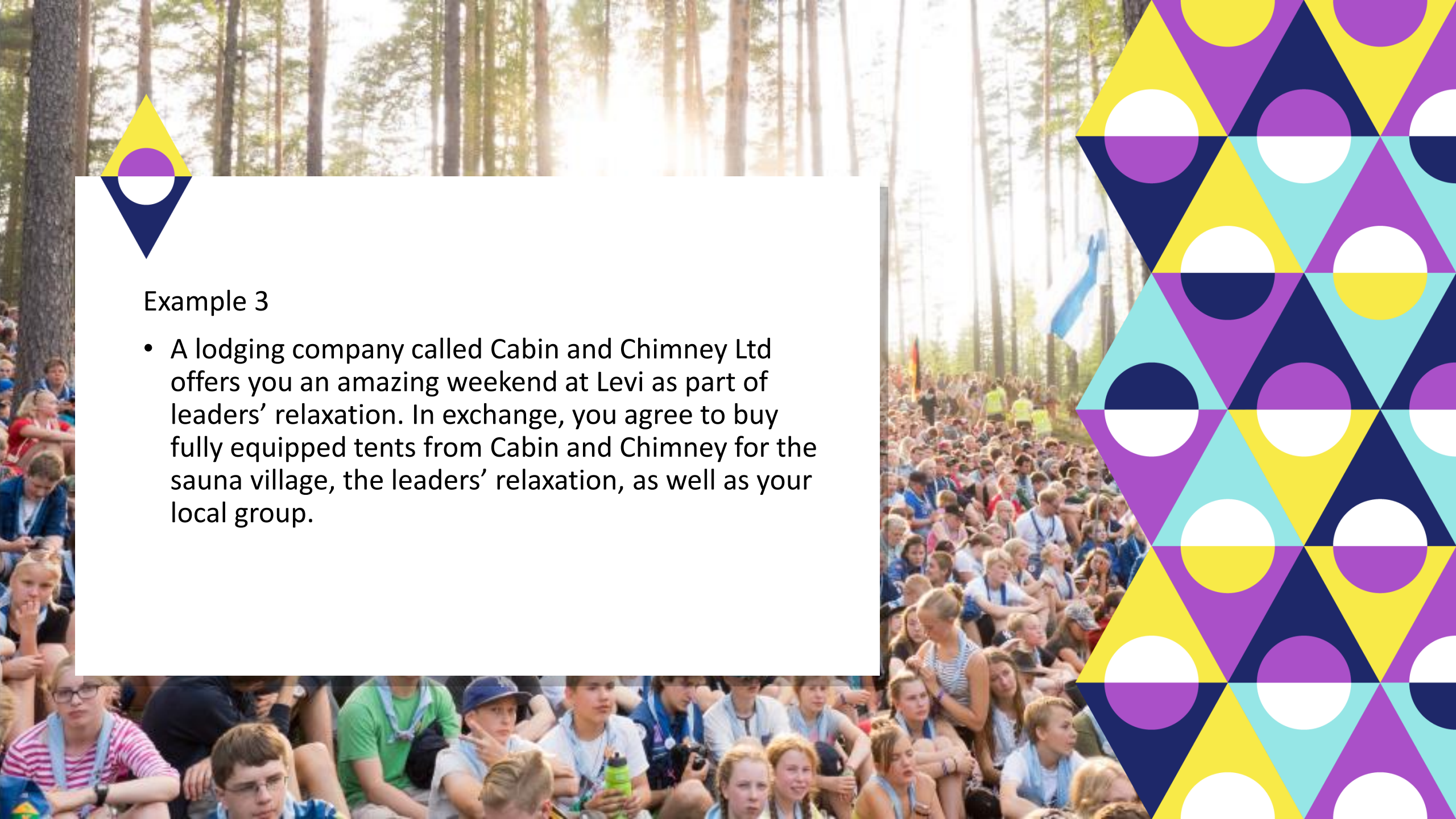
- Always carefully check each collaboration company's background information.
- Kajo uses a traffic light system to help gauge a company's responsibility.
- It is also a good idea to use your common sense when considering a collaboration.
- If it sounds too good to be true, it often is!





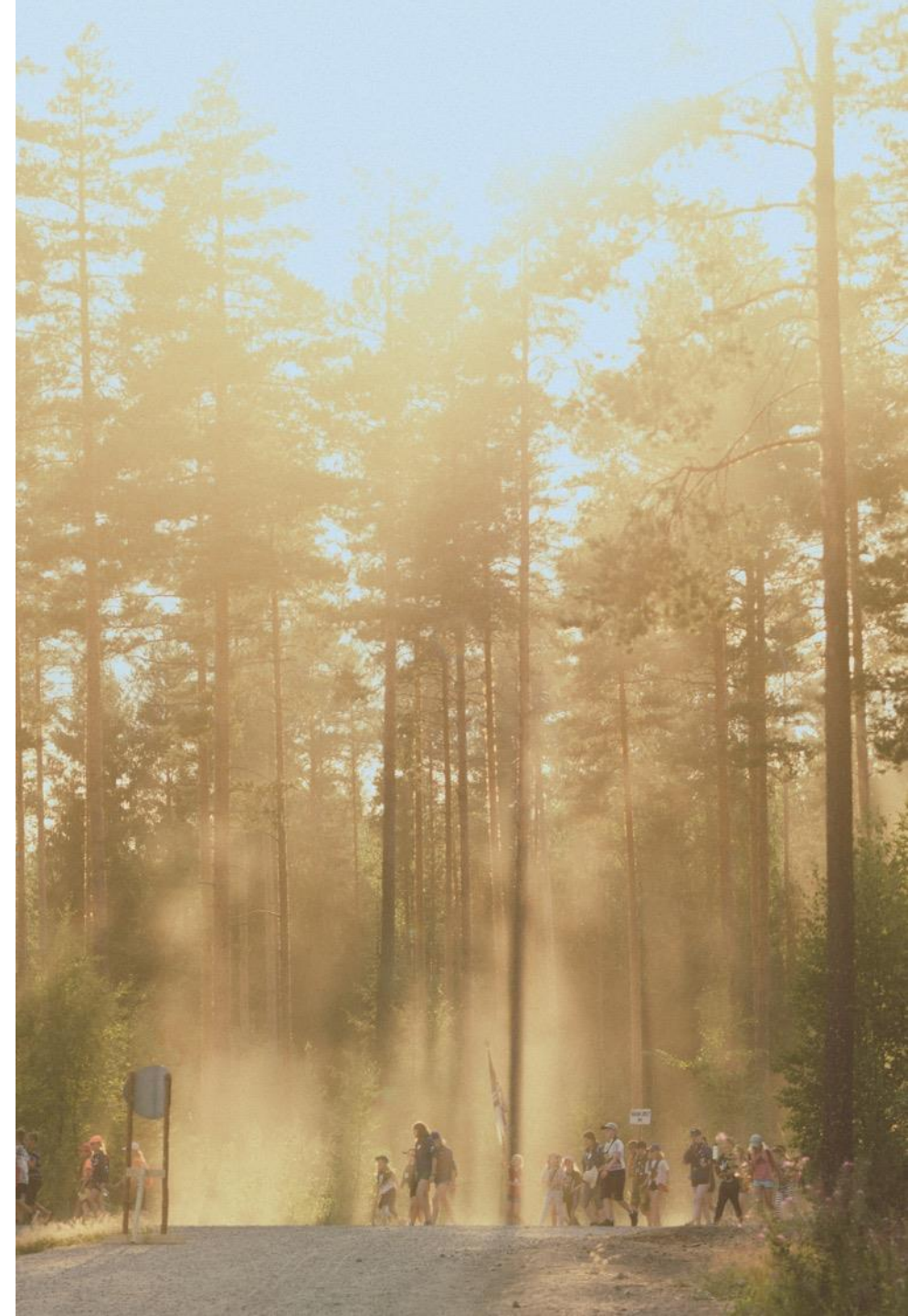
Example 3

- A lodging company called Cabin and Chimney Ltd offers you an amazing weekend at Levi as part of leaders' relaxation. In exchange, you agree to buy fully equipped tents from Cabin and Chimney for the sauna village, the leaders' relaxation, as well as your local group.



Example 3

- We do not accept any kind of corruption in the private or public sectors. This means that in our dealings with our business partners or potential business partners, we do not offer, demand, receive or accept gifts, payments, services or other benefits, if it could be reasonably assumed that they have an effect on the decision making concerning the partnership and exceed normal hospitality.





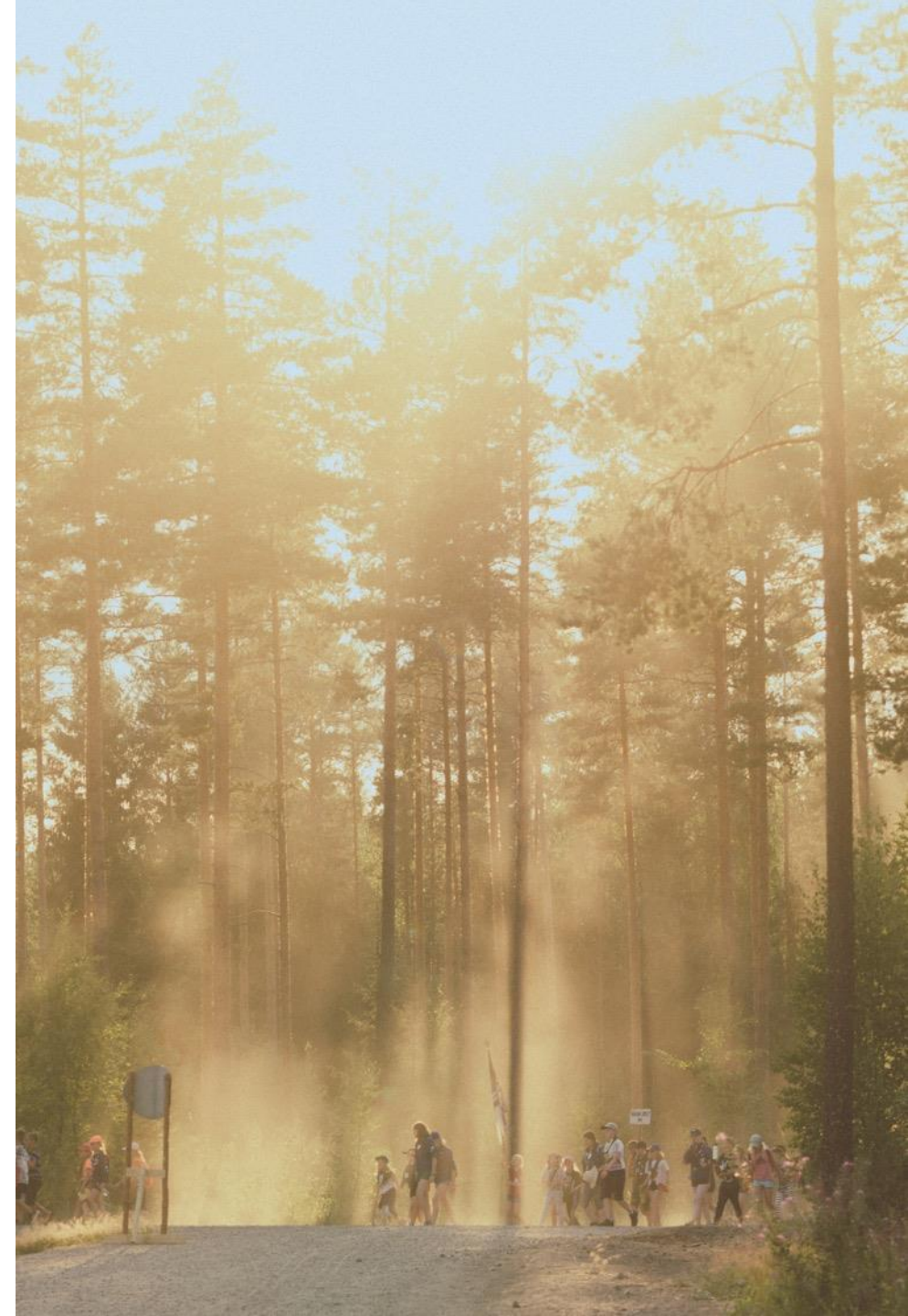
Example 4

- You are issued an Armed Forces bicycle for the duration of the camp. You look back on your army service and think: 'Well, I've got no skin in this game!' Then you decide to find out first-hand how military bikes hold up in off-roading.



Example 4

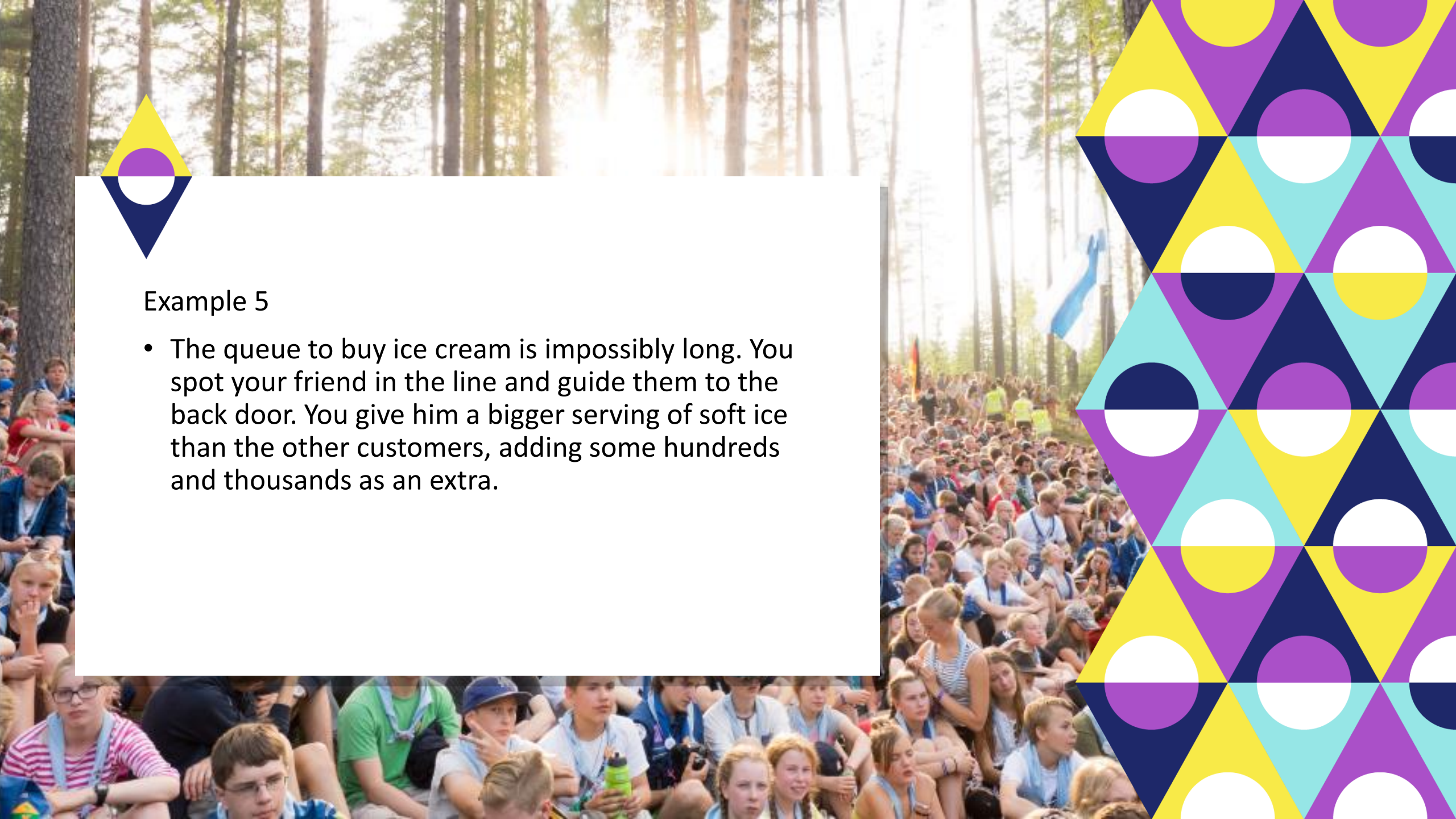
- Reminiscing about your army service is probably nostalgic, and sharing stories with your friends is fun, but
- we take good care of both tangible and intangible assets of Kajo and remember that they are not our personal property. This extends to tangible and intangible assets that are loaned to Kajo.





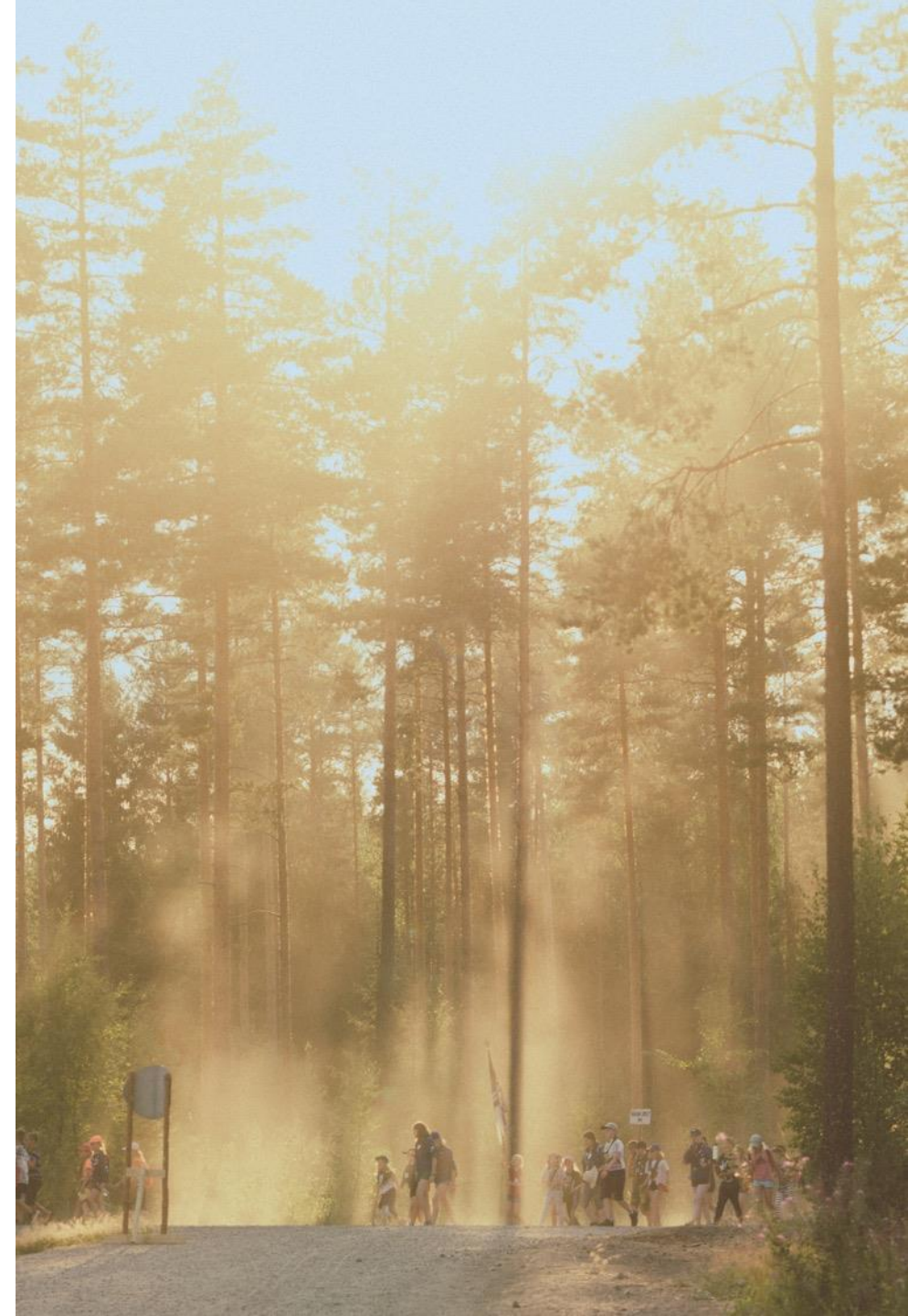
Example 5

- The queue to buy ice cream is impossibly long. You spot your friend in the line and guide them to the back door. You give him a bigger serving of soft ice than the other customers, adding some hundreds and thousands as an extra.



Example 5

- Ethicality is part of everyday actions and choices throughout the camp project. It is based on how responsibly we carry out our tasks, the way we meet other people and how we implement our principles both in our own and the whole organisation's activities.
- Organisers and participants alike are all equal in Kajo.





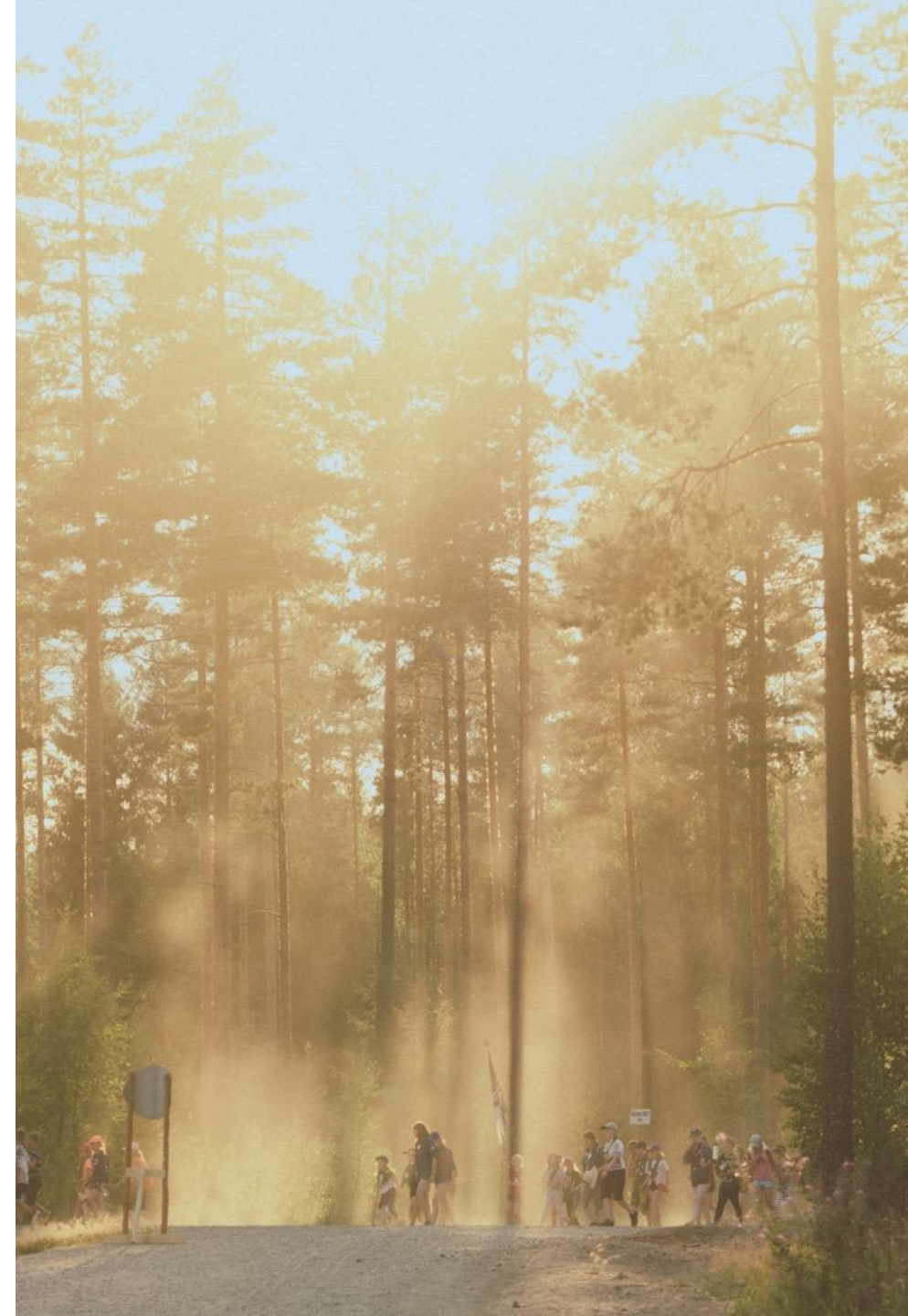
Example 6

- You're making a big purchase. Tender offers are done, and you're contemplating your options. Two companies are nearing the finish line. The company with a cheaper offer has received the yellow light in the traffic light system, and you remember having read about the human rights violation incidents concerning this company. The other company has received the green light, but the price of the offer troubles you because it's past your budget.



Example 6

- We respect and promote the UN Universal Human Rights and make sure not to violate them in our operation.
- We respect universal, fundamental, indivisible and inalienable human rights. We don't accept illegal or inhumane working conditions.
- **Peace and a better world** are also part of our principles. We hope that our associates support humane working conditions and work towards sustainable future.





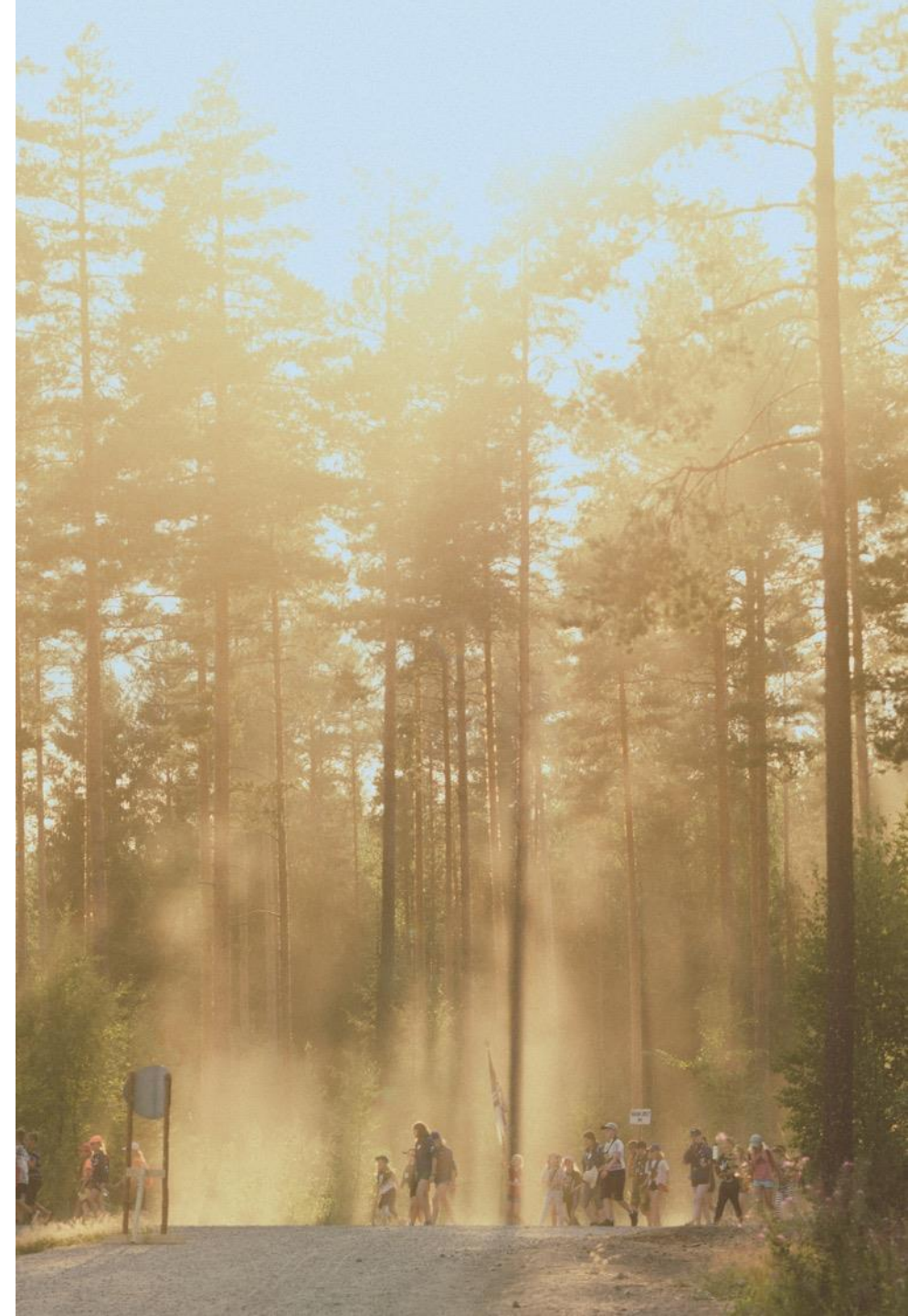
Example 7

- You see a shop assistant receive a nice hoodie from a company representative. After that, the shop assistant rearranges the representative's products for better visibility and recommends them to everyone.



Example 7

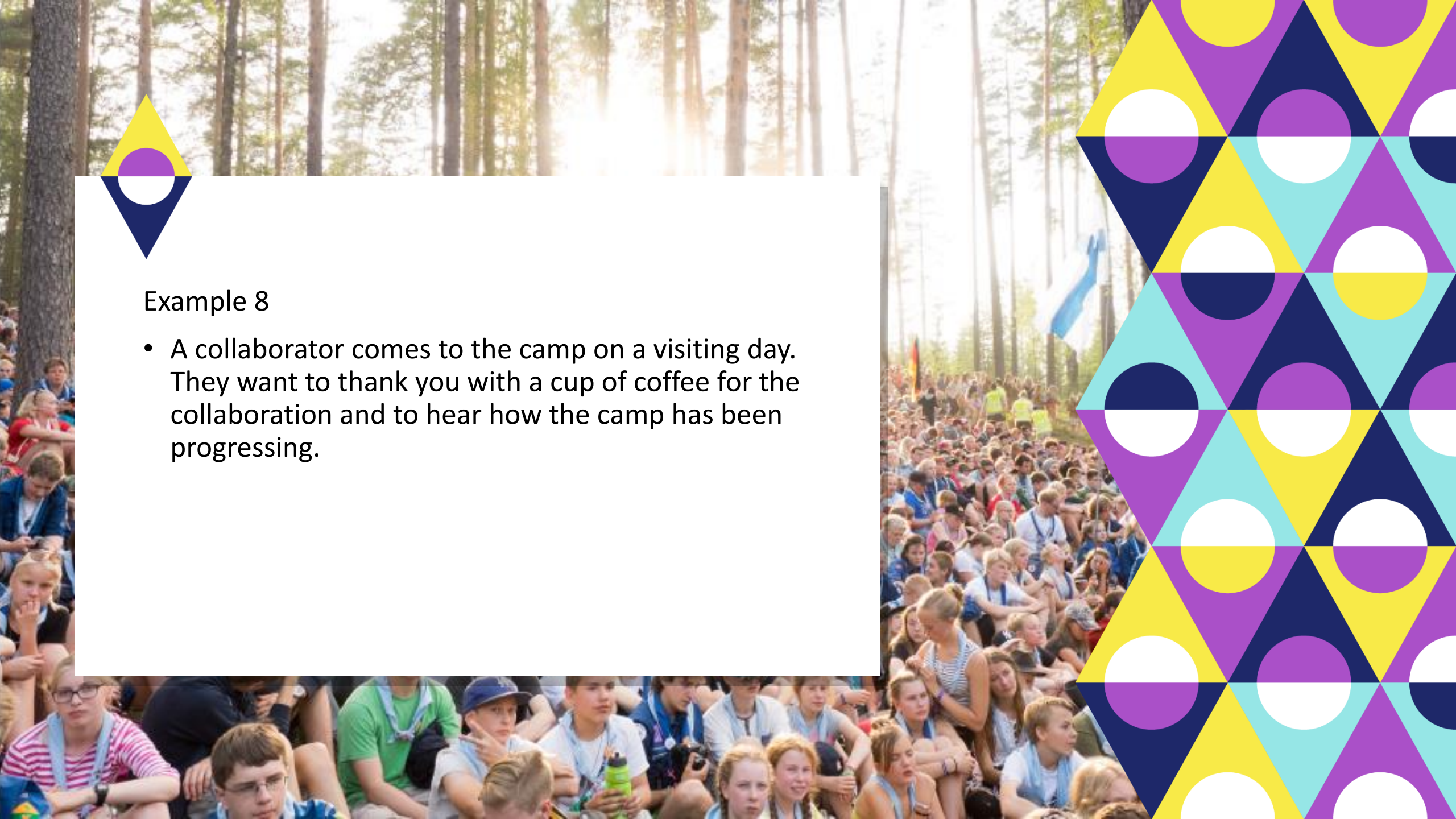
- Kajo organization's volunteers and employees commit to these ethical guidelines and other possible guidelines pertinent to their own tasks.
- Ethicality is part of everyday actions and choices throughout the camp project. It is based on how responsibly we carry out our tasks, the way we meet other people and how we implement our principles both in our own and the whole organisation's activities.
- Additionally, we do not accept any corruption in the public or private sectors. This means that in our dealings with our business partners or potential business partners, we do not offer, demand, receive or accept gifts, payments, services or other benefits, if it could be reasonably assumed that they have an effect on the decision making concerning the partnership and exceed normal hospitality.





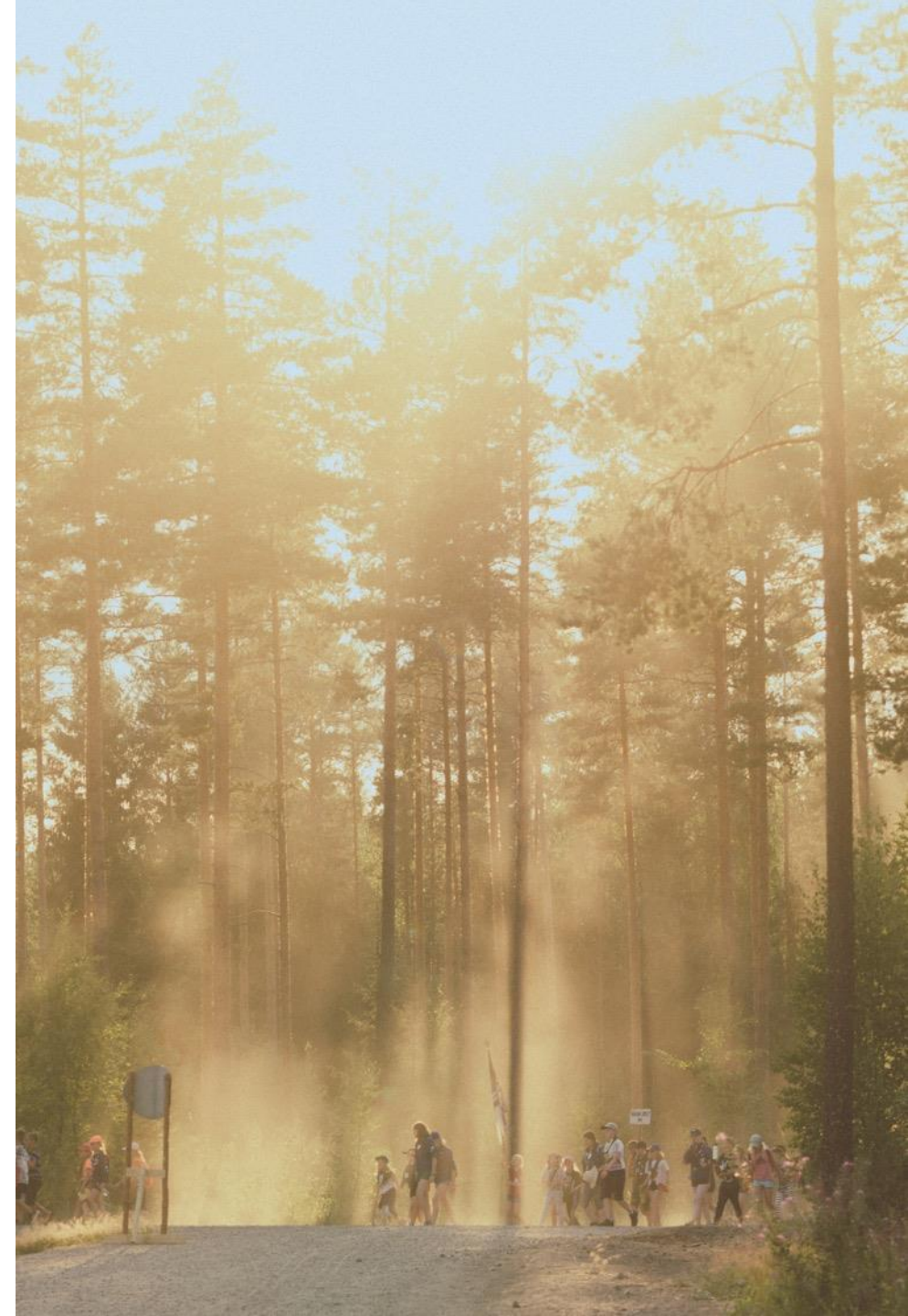
Example 8

- A collaborator comes to the camp on a visiting day. They want to thank you with a cup of coffee for the collaboration and to hear how the camp has been progressing.



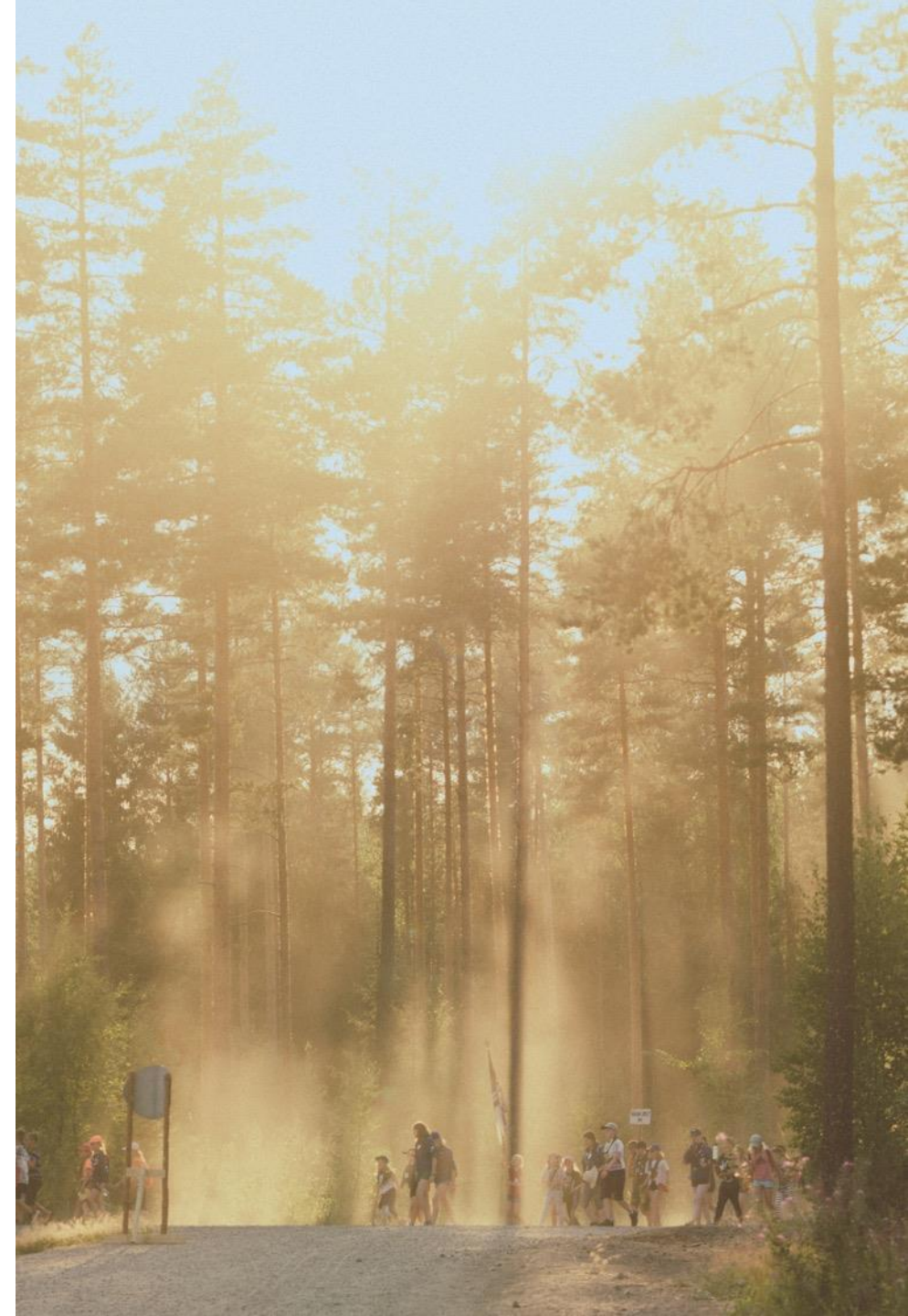
Example 8

- This is fine, as long as things don't get out of hand.
- Thanking collaborators is important, but any gifts should be within the permissible limits, so nothing too large or expensive. If the gift seems too large to you, it probably is.
- Ask the equality expert if necessary.



Questions

1. Why does Kajo have ethical guidelines?
2. Do the ethical guidelines concern you?
3. What is meant by “acting in Kajo’s interests”?
4. Can you accept gifts?
5. What other documents could be read with the ethical guidelines?
6. How should you act if you see someone break the guidelines?
7. Who can you turn to for additional help?



Answers

1. The purpose of the ethical guidelines is to ensure that our relationships with our collaborators and within our organisation will be more responsible and equal.
2. The ethical guidelines apply to everyone who takes part in Kajo.
3. You should not take part in any activity that would conflict with the interests of the Scouts or Kajo. For example, you can't show favouritism to your inner circle or seek your personal benefit, and you must take great care of the equipment given to you. You must also handle any confidential information carefully, paying special attention to information that has an obligation of secrecy.
4. You can accept gifts, but they should not be too large or motivate your actions.



Answers 2.

5. Other relevant documents include KajoLex, the constitution of the guides and scouts of Finland and the scouts' ethical principles of partnerships (only in Finnish). Any guidelines given for scouts that concern fair and equal operations can be of use.
6. If you see someone break the guidelines, you can report them to your recruiter or straight to the equality expert.
7. You can get additional help from Kajo's accountability and partnership team and especially from the equality expert Henri "Henkka" Backman.





CHECKLIST

- Read the ethical guidelines carefully
- If possible, go over it with someone else
- Re-read it if necessary
- Don't hesitate to ask for help
- Remember to follow the guidelines

Have a nice Kajo!

