



## Tingim Laip values

We have the following values:

- Respect for each other, including our colleagues, clients, the communities we work with and all our stakeholders
- Transparency, honesty and accountability in the work we do
- Innovation and openness to change
- Teamwork
- Confidentiality – respecting the need to keep sensitive information confidential
- Trust and earning the trust of others
- Commitment to being guided by our communities and using a bottom-up approach to our work
- Humility and being open to advice from all levels of the Tingim Laip structure
- Commitment to Tingim Laip's five pillars: condoms, treatments for sexually transmissible infections, voluntary counselling and testing, care and support, and treatment of opportunistic infections
- Participation and involvement of people at all levels of Tingim Laip.

These values help build and maintain the integrity of Tingim Laip, support effective communication, build trust in the Tingim Laip team and help Tingim Laip achieve outcomes. These values promote tolerance and a commitment to working with all groups in our community. These values will guide all decisions across the project and help determine acceptable behaviour for project staff and volunteers.

We accept that it is sometimes hard to apply our values. The following situations can be challenging:

- Honestly filling out timesheets
- Managing disagreements with people we work with
- Dealing with the demands and high expectations of marginalised groups including MSM and PLHIV
- Trusting volunteers to do the right thing when they have done the wrong thing in the past
- When team members do not contribute
- When cultural norms make our values hard to implement
- Where there is a lack of documented agreement
- Where there is gender inequality
- Drug and alcohol abuse among staff, volunteers or the communities we are working with
- Violence against team members
- Poor team communication
- Inadequate resources



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- Where leaders do not show good leadership
- Negative opinions or failure to listen to people's views
- Dishonesty.

We know that these situations present challenges for us but we are committed to applying our values even in these circumstances. We will continue to talk as a team about how we can apply our values in all of our work.