



Voter Registration Update
Independent Elections Commission of Afghanistan

Code of conduct for Electoral Staff

The IEC has been established based on article 156 of the Afghan Constitution to administer and supervise any election and referendum in the country and is not under the influence of any authorities of the three powers of Government of Afghanistan, yet it carries out all its activities in the light of the provisions of the enforced laws in the country while observing the impartiality principle and keeping its functional independence.

I, (), serving as an employee of the IEC, undertake to observe the provisions of the Constitution, the Electoral Law, other enforced laws in the country, regulations, procedures, guidelines and other documents approved by the Commission as well as ethical values and shall deserve punishment if I violate them:

1. **Preservation of Impartiality:** I shall carry out all my performances with complete impartiality, non-partisanship, without any tendency to electoral candidates and political parties, and consider the essential principles of the office; I will neither express any opinion on political issues related to elections nor use any political party or candidate's symbol. Moreover, I shall not take part in any political activity that might be deemed as support for a person; I shall avoid doing any action resulting in discrediting the IEC and damaging its impartiality as an independent organization.
2. **Respect for Legal Rights of Persons:** I shall respect for fundamental and political rights of persons, political parties, agents and observers, such as right to vote, right to freedom of expression and opinion, right to hold gatherings, assemblies and rallies, and rights of people to merit-based employment.
3. **Attitude:** I shall behave towards the managers, colleagues, voters, candidates, agents, observers, and media personnel and others in a way that is appropriate for an electoral staff and that indicates my excellent and high character.
4. **Observance of Transparency Principle in all Electoral Exercises:** I shall adhere to the principle of transparency in all electoral processes required by the public given the legal standards and high ethical criteria.
5. **Avoidance of Functional Authority Misuse:** I shall never do anything against the law and avoid receiving gifts, money or any other illegal benefits.
6. **Secrecy of Ballot:** I shall respect for the secrecy of voters' ballots.
7. **Avoidance of Discrimination:** I shall, as an employee working for a national process, respectfully behave towards persons irrespective of their gender, religion, belief, age and or their disability and regardless of their social origin or personal positions and shall avoid any ethnical, linguistic, religious, regional, and factional discriminations and prejudices.
8. **Respect for Values:** Since an electoral staff's disrespect for values and manners of the society will cause people to get pessimistic about this process, therefore, I shall respect for the rights of all

(UNOFFICIAL TRANSLATION)

- classes of the society and respect ethical, social and cultural values of the society and strictly abstain from using alcoholic drinks during accomplishment of my duty.
9. Commitment to Assigned Duties: I shall execute my duties and obey the orders of the superiors sincerely and in a timely manner and shall be ready to perform my duty under any possible circumstances.
 10. Obedience to Superiors under Terms of Reference: I shall consider the administrative chain of commands and follow the orders of my superiors according to the Terms of Reference and shall refuse any inappropriate influence and abstain from accepting orders of any other person with regard to my responsibilities.
 11. Provision of Equal Electoral Services for all People: The right to elect and be elected is a universal right in accordance with the law. I shall do my best to provide equal services for all so that persons could use their legal rights. I will also endeavor to ensure that women make use of their rights. I would like to make certain through my job that people with disabilities and those with special needs could be able to participate in the elections like other people.
 12. Maintenance of Equipment and Resources of Commission: I shall do my best to preserve all equipment and resources of the IEC.
 13. Recruitment: I shall, within my authority, recruit workforce given the interests of the IEC and based on merits and professional capabilities of the workers. If the recruitment is beyond my duty, I shall not interfere in the process.
 14. Participation in Training Programs: I shall partake in training programs to grow my professional knowledge especially in electoral area and to gain experience and be acquainted with electoral activities.
 15. Thorough Knowledge of Texts and Contents of Electoral Documents: In order to perform my duties in conformity with the provisions of the law and within the policies, regulations, procedures and guidelines of the Commission, I shall inform myself of all the documents relevant to my activities.
 16. Avoidance of Unnecessary Contacts: I shall seriously refrain from any contact that may cause suspicion and harm the reputation of the office.

Place: _____

Date: _____

Name: _____

Signature: _____