



## Office of the Prosecutor of the International Criminal Court

# Statement of Core Values

The Office of the Prosecutor commits itself, in its unwavering pursuit of independent and impartial justice under the Rome Statute of the International Criminal Court, to the following three Core Values:

**Dedication**

**Integrity**

**Respect**

These three Core Values must at all times govern our decisions and interactions with one another, with others in the Court, and with all with whom we interact.

### **Dedication**

*This Core Value captures the importance of striving toward excellence in our day-to-day work and our lives in general. It emphasises that the Office and all its staff members do not settle for mediocrity, but rather strive to excel in everything we do. It underscores the reality that only a genuine commitment to the mandate of the Court and a powerful work ethic will allow the Office to fulfil its mission and to achieve positive results for those who suffer the injustice of Rome Statute crimes.*

Examples of behaviours that demonstrate the Core Value of Dedication include:

- a. Investing the time and effort needed to get our work done well in a timely manner, without ignoring the necessity to maintain a healthy work/life balance;
- b. Taking ownership of and responsibility for our work, for instance, and paying meticulous attention to detail and correctness in our work;

- c. Being innovative, by looking constantly for more effective and efficient ways to perform;
- d. Learning from experience and sharing knowledge gained from mistakes and successes;
- e. Actively seeking to improve our skills, both within and outside the workplace, to achieve the highest levels of professionalism and competence;
- f. Seeking help when needed to achieve the best results;
- g. Providing and requesting feedback;
- h. Being conscientious in all of our undertakings, including understanding and striving to achieve the mission of the Office;
- i. Never settling for “second best” or “good enough.”

## Integrity

*Integrity is the quality of acting honestly, transparently and justly in accordance with strong moral principles. This Core Value requires us not only to have strong moral principles, but to demonstrate these principles in our daily activities, both in the office and outside, and in our dealings with staff members of the Office, others in the Court and with all with whom we interact.*

Examples of behaviours that demonstrate the Core Value of Integrity include:

- a. Putting the interests of the Court first and preserve the independence and impartiality of the Office in all that we do;
- b. Acting justly in all that we do, and taking decisions in a courageous, honest, and transparent manner, based on an independent, impartial, objective and careful assessment of the relevant information;
- c. Speaking truthfully, and having the courage to speak out when necessary;
- d. Being loyal and accountable to the Office and to one another, and mutually supportive of one another;

- e. Refraining from speaking poorly of others and our organisation;
- f. Relying on critical reflection and principles to guide our actions and views;
- g. Accepting responsibility for our work, including our mistakes, with a willingness to acknowledge our failings;
- h. Being consistent in our approach to solving problems, giving and being receptive to advice and taking decisions;
- i. Upholding the highest standards of ethical conduct, as befitting international civil servants, including our obligation of confidentiality; and
- j. Behaving responsibly with the time and resources of the organisation.

## Respect

*This Core Value requires us to have due regard for the feelings, wishes, and rights of others and to demonstrate this in our actions. It includes genuine respect for diversity. It also requires us to uphold the values and rules of our organisation.*

Examples of behaviours that demonstrate the Core Value of Respect include:

- a. Respecting the ICC and the Office by abiding by the rules that govern our conduct as international public servants and of our workplace;
- b. Treating others as we ourselves would like to be treated, with due regard for cultural diversity;
- c. Refraining from any form of discrimination, favouritism, harassment, bad-mouthing or bullying, and acting to prevent any such behaviour;
- d. Showing empathy by being diplomatic and tactful in our communications, especially in difficult conversations;
- e. Taking an interest in others, their cultures, families, interests and dreams;

- f. Showing respect for diversity of perspectives and professional opinions, and enabling an environment conducive to the free flow of ideas and opinions;
- g. Listening actively to the ideas of others, without rushing to judgment;
- h. Promoting a collegial environment of dedication to a common mission; and
- i. Respecting ourselves as individuals.

If we live by these three Core Values of Dedication, Integrity and Respect, we will ensure that the Office fulfils its mandate under the Rome Statute in the most efficient and effective manner.

If we apply these Core Values, we will also ensure that the Office is a positive and productive place in which to serve. | OTP