



GOVERNANCE & COMPLIANCE FRAMEWORK

– JULY 2026

*Rebuilding Leadership Culture Under
Pressure*

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1. Purpose

This Framework defines the standards governing all work undertaken by or with The Wisdom House.

It applies to all collaborators, contractors, service providers, volunteers and any individual representing or working with The Wisdom House.

It establishes:

- The principles guiding conduct and decision-making
- The standards expected in all professional interactions
- The policies that protect people, partnerships, and intellectual assets

This Framework is supported by legally binding agreements, including Contractor Agreements and Non-Disclosure Agreements (NDAs).

2. Foundations

The work of The Wisdom House is grounded in three disciplines:

Clarity. Courage. Creation.

These shape how we think, work, and communicate.

- **Clarity** – Precision over simplification
- **Courage** – Engagement with difficult realities without distortion
- **Creation** – Building insight, tools, and approaches that move work forward

3. Code of Conduct

All individuals working with The Wisdom House are expected to:

- Act with integrity and professionalism
- Treat all individuals with dignity and respect
- Communicate honestly and responsibly
- Deliver work to a high professional standard
- Avoid misrepresentation of expertise or affiliation

The Wisdom House maintains a zero-tolerance approach to:

- Discrimination
- Harassment and abusive conduct
- Sexual misconduct (as defined in Section 4)

All individuals are expected to exercise sound judgment in how they act, communicate, and represent the work.

Cross-reference:

Detailed definitions, reporting mechanisms, and response procedures are set out in

Section 4.

4. Safeguarding, harassment & sexual misconduct

Policy and Procedure

4.1 ZERO-TOLERANCE STANDARD

The Wisdom House maintains:

- **Zero tolerance for all forms of harassment and abusive conduct**
- **Zero tolerance for all forms of sexual misconduct**, including:
 - Sexual exploitation
 - Sexual abuse
 - Sexual harassment

This applies without exception and across all forms of engagement.

4.2 SCOPE

This policy applies to:

- All collaborators, contractors, service providers and volunteers.
- All professional interactions and engagements

It applies across:

- In-person environments
- Professional travel and events
- **Virtual and digital environments**, including online meetings, messaging platforms, and social media

4.3 DEFINITIONS

Harassment: Unwelcome conduct that creates an intimidating, hostile, or degrading environment

Abusive conduct: Behaviour that exploits power or undermines dignity or safety

Sexual misconduct includes:

- Sexual exploitation
- Sexual abuse
- Sexual harassment

Any sexual activity with a child (defined as a person under the age of 18) is strictly prohibited and constitutes sexual misconduct. This applies regardless of the age of consent in the country where the conduct occurs.

Intent is not the determining factor. Impact and conduct are.

4.4 EXPECTED CONDUCT

All individuals must:

- Maintain professional boundaries
- Be aware of power dynamics
- Contribute to safe and respectful environments
- Avoid any behaviour that could reasonably be perceived as inappropriate, coercive, or exploitative

4.5 DUTY TO ACT

All individuals are expected to:

- Not engage in prohibited conduct
- Raise concerns where appropriate
- Respond appropriately when concerns are raised

Failure to act on serious concerns may itself constitute a breach.

4.6 REPORTING

Concerns or incidents should be reported through designated contact channels:

Safeguarding Contact: [safeguarding@thewisdomhouse.org]

Reports may include:

- Direct experience
- Observed behaviour
- Reasonable concern

Reports may be made in good faith without fear of retaliation.

Anonymous reports may be considered, though this may affect the ability to investigate.

4.7 RESPONSE PROCESS

Upon receiving a report, The Wisdom House will:

1. **Acknowledge receipt within a reasonable timeframe**
2. **Conduct an initial assessment** of risk and seriousness
3. **Determine appropriate action**, which may include:
 - Informal resolution where appropriate
 - Formal review of the concern
 - Suspension of engagement during review
 - Termination of contract or collaboration
 - Referral to relevant authorities where required

All actions will be proportionate, fair, and aligned with the seriousness of the concern.

4.8 CONFIDENTIALITY

All reports will be handled with discretion.

Information will be shared only where necessary to:

- Assess the concern
- Take appropriate action

4.9 NON-RETALIATION

No individual will face retaliation for reporting concerns in good faith.

Retaliation constitutes a breach of this policy.

4.10 BREACH

Violation of this policy may result in:

- Immediate termination of engagement
- Removal from activities
- Referral to legal or regulatory authorities

4.11 FINAL PRINCIPLE

Safety, dignity, and trust are not negotiable.

They apply in all spaces—physical, professional, and digital.

5. Terms of Engagement (Principles)

All engagements are governed by written agreements defining:

- Scope of work
- Deliverables and timelines
- Fees and payment terms
- Intellectual property ownership
- Confidentiality obligations

Cross-reference:

Legally binding provisions are set out in:

- Contractor Agreement
- Non-Disclosure Agreement (NDA)

6. Confidentiality & Data protection

6.1 CONFIDENTIALITY

All non-public information must be treated as confidential and used only for agreed purposes.

This includes:

- Client information
- Internal discussions
- Materials and outputs

Cross-reference: Binding obligations are defined in contracts and NDAs.

6.2 DATA PROTECTION

The Wisdom House:

- Collects only data necessary for its work
- Processes data lawfully and fairly
- Stores data securely and limits access
- Retains data only as long as necessary

Where applicable, The Wisdom House aligns with European Union law – General Data protection Regulation (GDPR) and other relevant data protection standards.

7. Intellectual Property

All materials developed under engagement are the property of The Wisdom House unless otherwise agreed.

This includes, but is not limited to:

- Frameworks and methodologies
- Training materials and programme content
- Publications, articles, and written outputs
- Keynote addresses, presentations, and speaking materials
- Thought leadership content, including concepts, models, and original ideas
- Visual, digital, and multimedia materials

These materials may not be:

- Reproduced
- Adapted
- Distributed
- Published or presented independently

without explicit agreement.

Limited sharing is permitted in the following context:

- Short excerpts or references may be shared for non-commercial purposes (e.g. social media), provided that:
 - The content is not altered or taken out of context
 - Clear and visible acknowledgment is given to The Wisdom House
 - The sharing does not disclose confidential or unpublished material

This applies across professional, academic, and commercial contexts.

This applies in all contexts, including professional, academic, and commercial use.

Cross-reference: Legal ownership is defined in the Contractor Agreement.

8. Media, Social media & Brand policy

8.1 PURPOSE

Public communication reflects the credibility of The Wisdom House.

The purpose is not visibility, but clarity, integrity, and contribution.

8.2 VOICE

All communication aligns with:

Clarity. Courage. Creation.

8.3 MEDIA ENGAGEMENT

When engaging with media:

- Speak within areas of expertise
- Ensure accuracy and context
- Avoid speculation

Where necessary, it is appropriate to state uncertainty.

8.4 USE OF NAME AND BRAND

The Wisdom House name may only be used:

- Within agreed work
- With accurate representation

It must not be used to imply endorsement or for unrelated personal promotion.

8.5 SOCIAL MEDIA

When referencing The Wisdom House:

- Ensure clarity of relationship
- Do not present personal views as institutional positions

When representing The Wisdom House:

- Prioritise substance over frequency
- Avoid reactive or unconsidered engagement

8.6 CONTENT STANDARDS

Content must:

- Be grounded in evidence or experience
- Reflect awareness of context and consequence
- Respect individuals and communities

8.7 DIGITAL CONDUCT

Engagement in public spaces should reflect:

- Respect
- Awareness of context
- Sound judgment

We do not engage in exchanges that are purely reactive or unproductive.

If a matter requires depth, it should be handled with the space and thought it requires—not in a public thread.

9. Compliance & Implementation

Engagement with The Wisdom House is conditional upon:

- Agreement to this Framework
- Compliance with its standards
- Adherence to contractual obligations

Failure to comply may result in:

- Termination of engagement
- Removal from assignments
- Legal or administrative action where appropriate

10. Conclusion

Not everything needs to be said.

But what is said should do one of three things:

- Make something clearer.
- Challenge something that matters.
- Build something useful.

If it does none of these, it does not need to be said.

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