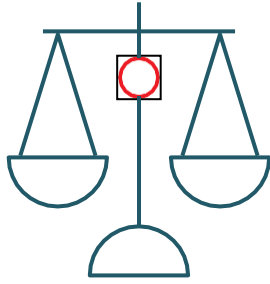




Vision Save for Vulnerable
Children and Women (VSVCW)



Human Rights Policy

Organizational Commitment

Vision Save for Vulnerable Children and Women (VSVCW) works to empower the most vulnerable (poorest) in their struggle for a dignified life through a human rights-based approach to humanitarian assistance and long-term development. Our work derives from Christian values, respect for human rights, and the equal dignity of all human beings, as defined in our Statutes.

Introduction

VSVCW's commitment to human rights is based on internationally recognised human rights standards as defined in the Universal Declaration of Human Rights; the UN Covenant on Civil and Political Rights; the UN Covenant on Economic, Social and Cultural Rights; and the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work. In view of VSVCW's cross-cutting commitment to gender equality, VSVCW's work is further guided by the UN Convention on Elimination of All Forms of Discrimination Against Women. VSVCW is further committed to the UN Guiding Principles on Business and Human Rights, the ten principles set forth by the UN Global Compact and is certified in accordance with the Core Humanitarian Standard.

Objectives and Scope

This document outlines VSVCW's organizational commitment to respect human rights in all our operations, relations, and engagements and outlines VSVCW's key policies, procedures and mechanisms for clarifying expectations to employees, partners and business relations.

Implementation

In all operations, VSVCW is committed to implementing human rights due diligence processes to identify, prevent, mitigate and account for potential and actual adverse human rights impacts, and will continuously seek to improve our response.

- VSVCW expects employees, partners, suppliers, and other business relations to respect human rights, as further elaborated in the key policies and procedures listed below, and will communicate this policy to all its stakeholders, including in contracts and agreements.
- VSVCW will build the capacity of staff, partners, and other stakeholders on this policy and human rights standards to further implementation of our commitment to respect and promote human rights.
- VSVCW will further this commitment through relevant operational policies and procedures across VSVCW.

The following are the key implementation mechanisms:

- VSVCW's Quality and Accountability Framework which outlines all VSVCW's commitments to stakeholders and includes plans for continuous improvement.
- VSVCW's Staff Code of Conduct signed by all staff when contracted that outlines VSVCW's staff responsibility to respect fundamental human rights without discrimination of any kind.
- VSVCW's policies and procedures regulating employment conditions, staff welfare and security.
- VSVCW policies and procedures for identifying, assessing, updating and managing risks, including any potential adverse human rights impact on rights-holders and communities.
- VSVCW's partner assessments which allow VSVCW to assess human rights risks of partner engagement.
- VSVCW's procedures and principles of engagement when working with corporate partners, which include explicit expectations to respect internationally recognized human rights and labour standards.
- VSVCW's procedures for preventing, managing and reporting on any cases of corruption, as VSVCW recognises the potential adverse human rights impact of corruption.
- VSVCW's partner assessment and contracts which stipulate VSVCW's expectations to partners.
- VSVCW Principles of Engagement with the Private Sector
- VSVCW's ethical procurement principles and standards, including its Code of Conduct for Contractors, which outline VSVCW's expectations to its suppliers and contractors.
- VSVCW's capacity-building programmes for staff, partners and other stakeholder.
- VSVCW's system for managing complaints, which also cover complaints on concerns of adverse human rights impact and abuse.
- VSVCW's annual reporting which reports on VSVCW's progress in relation to its strategy, goals and commitments which will allow accounting for the implementation of this policy.

Governance

VSVCW's Senior Management has the overall responsibility for the implementation of this policy across all VSVCW Working Units.

VSVCW's Senior Management unit will be responsible for monitoring and reporting on the implementation of this policy, drawing on internal human rights expertise within VSVCW.

Line Management of the different VSVCW units, is responsible for the daily implementation of the policy as well as responsible for identifying and managing any potential human rights risks resulting from our programmes, projects, or partners.

All VSVCW employees are responsible in keeping with the VSVCW's Staff Code of Conduct to respect human rights.

Complaints

VSVCW complaints handling mechanism is the main entry point for rights-holders and other stakeholders to report concerns of adverse human rights impacts and abuse. The mechanism ensures a professional handling of complaints with due respect for human rights safeguards. Complaints related to internal employment conditions are handled by another internal staff complaint system.

VSVCW will work to continuously improve implementation of this policy based on learning. VSVCW will further account for progress and complaints in our annual reports.

Namutumba District Head
Quarter Offices
12:45pm June 2019



MWONDA BOSCO

Director of VSVCW



Nakakendo Eliot
Chairman of VSVCW 's Board

VSVCW human rights policy.