



## **The Chayah Movement Non-Profit Organization: Human Rights Policy**

### **1. Introduction**

The Chayah Movement is committed to promoting and protecting human rights for all individuals, regardless of race, gender, religion, sexual orientation, age, disability, or socio-economic status. This policy outlines our dedication to upholding the dignity, equality, and freedom of every person involved in or impacted by our work.

### **2. Purpose**

The purpose of this Human Rights Policy is to:

- Ensure that The Chayah Movement operates in a manner that respects and promotes human rights.
- Guide our actions, decisions, and interactions with our staff, volunteers, partners, and the communities we serve.
- Establish clear expectations for all stakeholders associated with The Chayah Movement.

### **3. Scope**

This policy applies to:

- All employees, volunteers, interns, and board members of The Chayah Movement.
- All partners, contractors, and collaborators engaged by The Chayah Movement.
- All programs, projects, and activities undertaken by The Chayah Movement.

### **4. Core Principles**

#### **4.1 Non-Discrimination and Equality**

The Chayah Movement is committed to fostering an inclusive environment where all individuals are treated with respect and dignity. Discrimination or harassment based on race, ethnicity, religion, gender, sexual orientation, disability, age, or any other protected characteristic is strictly prohibited.

#### **4.2 Right to Privacy**

We respect the privacy of all individuals and ensure that any personal data collected is handled with the highest levels of confidentiality and security. We will only collect and use personal data for legitimate purposes and in accordance with applicable laws and regulations.

#### **4.3 Freedom of Expression**

The Chayah Movement supports the right of individuals to express their opinions and beliefs freely. We encourage open dialogue and the sharing of diverse perspectives, provided it is done in a respectful and non-harmful manner.

#### **4.4 Safe and Healthy Environment**

We are committed to providing a safe and healthy environment for all employees, volunteers, and the communities we serve. This includes taking proactive steps to prevent and address any form of violence, abuse, exploitation, or harmful practices.

#### **4.5 Right to Participation**

The Chayah Movement believes in the active participation of the communities we serve in decision-making processes that affect their lives. We ensure that all voices, particularly those of marginalized and vulnerable groups, are heard and considered.

### **5. Responsibilities**

#### **5.1 Organizational Leadership**

The leadership of The Chayah Movement is responsible for:

- Ensuring the implementation and adherence to this Human Rights Policy.
- Providing the necessary resources and support for human rights initiatives.
- Regularly reviewing and updating the policy to reflect evolving standards and practices.

#### **5.2 Employees and Volunteers**

All employees and volunteers of The Chayah Movement are responsible for:

- Understanding and adhering to the principles outlined in this policy.
- Reporting any violations or concerns related to human rights within the organization or its activities.
- Acting in a manner that promotes and protects human rights in all interactions.

#### **5.3 Partners and Contractors**

Partners, contractors, and collaborators are expected to:

- Comply with the human rights standards set forth by The Chayah Movement.
- Ensure that their actions and practices align with the principles of this policy.
- Collaborate with The Chayah Movement to address any human rights concerns that may arise.

### **6. Reporting and Accountability**

The Chayah Movement encourages all stakeholders to report any concerns or violations of this Human Rights Policy. Reports can be made confidentially to the designated Human Rights Officer or through our anonymous reporting system. All reports will be investigated promptly and thoroughly, with appropriate actions taken to address any issues.

## **7. Review and Revision**

This Human Rights Policy will be reviewed annually or as necessary to ensure its continued relevance and effectiveness. Any revisions will be communicated to all stakeholders.

## **8. Conclusion**

The Chayah Movement is dedicated to the protection and promotion of human rights in all aspects of our work. We believe that respect for human rights is fundamental to achieving our mission and vision and is essential for building a more just and equitable world.

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### **Approved by:**

Zakiya N. Cita, Executive Director/Founder  
The Chayah Movement Non-Profit Organization  
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