

CORE VALUE STATEMENTS

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We proudly declare that all staff members of the JRP as well as volunteers are familiar with the document and honor it.

Principles and values

- 1. Integrity, Transparency, Honesty**
- 2. Empowerment**
- 3. Excellence**
- 4. Good Stewardship**
- 5. Democracy and Human rights**
- 6. Solidarity**
- 7. Collaboration**

1. Integrity, Transparency, Honesty

Jeevan Rekha Parsihad, JRP, accepts Government and International donations, it is crucial that the organisation remains beyond reproach. Not only JRP pursues honorable initiatives, but we work with community with honesty and integrity.

As a civil society organisation JRP works cooperatively with NGOs Government, community and individuals to fight against corruption and maintain transparency at all level.

JRP undertakes to be open, honest and accountable in our relationships with everyone we work with.

Moreover, by signing this document, each staff member and volunteers undertakes to:

- Not work under alcohol or drugs influence.
- Not accept, offer or promote any kind of corruption such as gifts, money or any other kind of perks of services.
- Not to have any sexual relationships with another member of the staff, volunteer, JRP members and target group, and any person under 18-year-old.
- Respect the security rules.
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I understand that by the non-respect of these rules my contract can be terminated.

Empowerment

Many NGOs seek to do more than provide a quick fix for an individual situation; they strive to fix larger systematic problems and empower their client base to live a better life. JRP always focuses on community empowerment as a tool for sustainable development.

Excellence

JRP believes in excellence in work and tries its best to implement JRP's project on excellence mode. JRP demonstrates having the skills and commitment to accomplish its mission.

For smooth and successful achieving JRP's mission goals all members as well as volunteers pay attention to maintain settled working conditions. It is a duty of JRP to provide its member by sufficient working conditions and all members are requested to inform JRP in case of any issue related to decreasing standarts of working conditions.

By signing this document JRP and its members confirm they participate on maintaining good working conditions which are based on:

- **JRP's Security Management and Safe and Health Policy**
- **First Aid Training**
- **On arrival training for volunteers** done within 24 hours after arrival, which includes:
 - Background of JRP's work
 - Security Management Training
 - Safe and Health Policy Training

Good Stewardship

No donor wants to fund a non-profit that is irresponsible with their money. JRP as core value takes the opportunity to demonstrate that all money are spent judiciously to meet the objective. We maintain a set standard for financial procedures and internal controls.

Democracy and human rights

JRP is committed to be democratic politically non-partisan and non-sectarian in our work. We respect and encourage respect for fundamental human rights and freedom.

By signing this document all JRP members undertake not to participate in any kind of public political or religious manifestations during their work or volunteering programme. In addition, all members declare to respect human rights as well as JRP's values. They will carry out their work or volunteering with respect, dignity and responsibility.

Solidarity

JRP supports those in need and committed to solve their problems with mutual understanding

By signing this document all JRP members undertake not to taky any risk regarding their lives and that of their entourage.

Collaboration

JRP is committed professionally to our vision, mission and goals with quality to achieve our objectives through team spirit, healthy work environment and international networking.

Data protection and confidentiality

JRP is required to protect all personal data of its staff and volunteers and to deal with them on the basis of applicable laws. No personal data of a JRP member is allowed to be given to third person without staffs or volunteers explicit consent.

Moreover, JRP's data related to its work should be protected and kept inside organization, too. Therefore, all members are requested to not share any delicate information about JRP without confirmation from JRP's board members.

By signing this document all JRP staff confirm the do not misuse anyone's personal data as well as delicate information related to JRP's background. In case JRP members will find data were misused by anyone, they are committed to notify superiors.

Communication

In case of any important changes related to core values all JRP have a right to be informed about that as well as demand justification. It is a duty of JRP to inform its members. After that, JRP is obligated to help its members to adopt new core values and if it is needed to provide staff new or additional trainings or education.



Date and place

Signature of JRP director, Dr.Manoranjan Mishra

Signature of JRP secretary, Madhusmita Mishra

