

**KULIKA UGANDA  
DRAFT RIGHTS POLICY GUIDELINES  
DECEMBER 2023**

## **1. Policy Statement**

Kulika Uganda commits to respect Human Rights and applicable laws in all our activities. The Rights policy defines Kulika Uganda's commitments for the benefit of both internal and external stakeholders. We believe that everyone deserves to be treated with fairness, respect, and dignity. At Kulika Uganda we strive to go about our business in a responsible way, respecting the rights of our staff and stakeholders.

## **2. Definitions of key words**

### *Rights*

A right is described as an entitlement or justified claim to a certain kind of positive and negative treatment from others, to support from others or non-interference from others. In other words, a right is something to which every individual in the community is morally permitted, and for which that community is entitled.

### *Human rights*

Are **rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status**. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more.

### *Main features of rights*

- Rights exist only in society. These are the products of social living.
- Rights are claims of the individuals for their development in society.
- Rights are recognized by the society as common claims of all the people.
- Since rights are here only in society, these cannot be exercised against the society.
- Rights are to be exercised by the people for their development which really means their development in society by the promotion of social good. Rights can never be exercised against social good.
- Rights are equally available to all the people.
- The contents of rights keep on changing with the passage of time.

## **3. Who is covered by the policy**

Specifically, this policy applies to all Kulika Uganda staff, volunteers, interns, service providers, and contractors. We will as well encourage our stakeholders to act in a manner consistent with the principles set out in this policy

## **4. Why the Policy**

Kulika Uganda believes that upholding employee workplace rights will continuously improve organizational reputation, cement her position as responsible, trustworthy, attract better talent and builds a strong relationship with stakeholders and partners.

## **5. Objective of the policy**

- To define the organizational position on human rights and to define the rules applicable to our daily operations.

We recognize that the nature of our activities can create potential human rights risks.

Kulika will:

- Comply with all applicable laws and respect internationally recognized human rights which do not compromise organizational values
- Respect Human Rights when carrying out our organization activities.
- Pay attention to the rights of the people living in communities that we serve
- Avoid infringing on the human rights of our employees, contractors and workers members of communities where we work.
- Be sensitive to gender in carrying out business activities and actively promote the representation, participation, and development of all genders
- Engage in specific consultation in a way that is culturally appropriate, timely and respectful of local communities that we serve
- Incorporate stakeholder concerns and feedback when appropriate
- Provide access to remedy for impacted stakeholders through the implementation of grievance mechanisms
- Provide a healthy and safe workplace where workers are protected from accidents and injuries.
- Prohibit discrimination based on origin, gender, age, disability, gender
- Respect the rights of freedom of speech, association, and expression

## **6. Related Policies**

Some of the internal policies and procedures that support our commitment to operate responsibly and ethically include:

- Employee Code of Conduct
- Terms and Conditions of service
- Beneficiary Protection Policy
- Child Protection policy
- Anti-Corruption and bribery Policy.
- Monitoring and Evaluation policy
- Fundraising Strategy
- Conflict sensitivity policy
- Environmental Policy.
- Gender Policy
- Partnership Strategy
- Communication Strategy
- HR policies and procedures
- Finance Procedures Manual

## **7. Who is responsible for the policy**

- The Executive Director has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.
- Management at all levels are responsible for ensuring those reporting to them are made aware of and understand this policy and are given adequate and regular training on it.

## **8. Monitoring and Review**



- The KULIKA Management will monitor the effectiveness and review the implementation of this policy, regularly considering its suitability, adequacy and effectiveness. Any improvements identified will be made as soon as possible. Internal control systems and procedures will be subject to regular audits to provide assurance that they are effective in countering bribery and corruption.
- All staff, volunteers, contractors and service provided are responsible for the success of this policy and should ensure they use it to disclose any suspected danger or wrongdoing.

**9. Policy Review**

The implementation of this policy is subject to periodic review and updating in line with our commitment to good practice continual improvement.

Improvements to this policy will be through submission of comments, suggestions, and queries to the KULIKA Management

Executive Director:

Name.....Signed.....Date.....

Human Resource and Administration Officer:

Name.....Signed.....Date.....

Staff Member:

Name.....Signed.....Date.....