



Rwanda NGOs Forum on **AIDS** and
Health Promotion (RNGOF on **AIDS&HP**)
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RNGOF on HIV/AIDS & HP:

HUMAN RIGHTS POLICY

2016

1. Introduction:

Rwanda NGO Forum on HIV/AIDS and Health Promotion (RNGOF on HIV/AIDS & HP) is an umbrella/network of local, national NGOs committed directly or indirectly to fighting against HIV/AIDS in Rwanda. It was created in 1999 and gathers more than 100 national NGOs members whose activities in fighting against HIV/AIDS and the promotion of health in Rwanda are coordinated, monitored and evaluated. The Forum is a network of National NGOs decentralized up to district level. It is also a member of the Rwanda Civil Society Platform (RCSP) at National level, the Eastern Africa National Network on AIDS Service Organization (EANNASO) at the regional Level, African Council on AIDS Service organization (AFRICASO) and International Council on AIDS Service Organization (ICASO) at international level.

2. What are human rights?

2.1. The United Nations defines human rights as:

“...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. Everyone is entitled to these rights, without discrimination.” (<https://www.un.org/en/sections/issues-depth/human-rights/>)

Additional human rights referenced by the UN include:

- The right to freedom of association and the right to collective bargaining, and
- The right to remuneration which provides all workers with fair wages and equal remuneration for equal work

At RNGOF on HIV/AIDS & HP, we recognize that we have the power to create positive change in society. We seek to be employers of choice and to provide a safe working environment.

According to the UN Office of the High Commissioner for Human Rights: “Universal human rights are often expressed and guaranteed by law, in the form of treaties, customary international law, general principles and other sources of international law.” At RNGOF on HIV/AIDS & HP, we are committed to respecting laws and regulations.

RNGOF on HIV/AIDS & HP is committed to “supporting and respecting the protection of internationally proclaimed human rights and making sure that we are not complicit in human rights abuses.” As an umbrella/network of local, national NGOs committed directly or indirectly to fighting against HIV/AIDS in Rwanda, we are also committed to “the elimination of discrimination in respect of health and gender among others.

3. Our Employees

We understand that our success depends upon our employees and their creativity and commitment. We pledge to respect the human rights of our employees including the right to be hired and promoted based on their qualifications and merit. We will not tolerate unlawful discrimination against employees or job applicants based on religion, sex, age, disability, sexual orientation, gender identity and/or expression, pregnancy or any other status or condition.

We strive to provide a safe and healthy work environment. We have a zero-tolerance policy for harassment and forced labor in our member organizations. We do not create barriers to freedom of association and the right to collective bargaining. We commit to training our employees on human rights issues.

4. Our Member Organizations

We will recommend that our member organizations share our Human Rights Policy with their beneficiaries.

5. Our Work with Non-profit Organizations that Promote Human Rights

RNGOF on HIV/AIDS & HP member organizations often promote awareness and respect for human rights by offering services free of charge or for reduced fees to human rights, education-related, and environmental organizations.

6. Our Stakeholders

We are committed to engaging in dialogue with our stakeholders on human rights issues. We pledge to listen and learn in ways that enhance our observance of human rights.

7. Management Systems

To promote the adoption of our Human Rights Policy, RNGOF on HIV/AIDS & HP will:

- Publish its Human Rights Policy
- Translate the Human Rights Policy into relevant languages where we have operations
- Conduct training on human rights issues for employees
- Assign a corporate officer to be the point person on human rights
- Set measurable goals for implementing the Human Rights Policy
- Designate a grievance mechanism for addressing human rights concerns
- Require all employees to follow relevant laws
- Review the Human Rights Policy on an annual basis

- Encourage our companies to include guidance on human rights issues which apply to the regions where they do business

8. Reporting Concerns

RNGOF on HIV/AIDS & HP board of directors, employees, volunteers, interns, partners and stakeholders should report any human rights concerns or questions by contacting us:

By phone: Tel: (+250) 783 699 602

By e-mail: rwandangoforumrw@gmail.com

P.S: Complaints may be made anonymously. No Board Member, employee, volunteer, intern, partner, and member organization staff will suffer retaliation because of filing a concern.

1. Reviewed By: Nooliet KABANYANA Executive Secretary RNGOF on HIV/AIDS & HP:

Date : 4th January 2016

Signature:_____

2. Approved By: Felicite RWEMALIKA Chairperson Board of Directors RNGOF on HIV/AIDS & HP :

Date: 4th January 2016

Signature:_____