

## العراق - كركوك

### Code of conduct for staff involved in monitoring human rights violations

Those participants in the monitoring and reporting of flagrant violations of human rights of workers in the National Institute for Human Rights are responsible individually and collectively for supporting and encouraging the highest ethical and professional conduct.

#### Scope

This code of conduct applies to all participants, stakeholders, and employed persons in the Organization to assist in the monitoring and reporting of flagrant violations against human rights under international conventions and treaties on human rights. Will refer to such individuals as "crew" for the purposes of this document.

This code of conduct is a complement to the terms of reference of the organizations participating in the working group of monitoring and reporting mechanisms.

#### 1. Purpose:

Reporting accurately on human rights violations based on criteria established under the mechanism recognized by the international conventions and treaties relevant as what ensures human rights.

#### 2. Foundations:

Must do the work of monitoring, reporting, by human view point to respond according to humanitarian principles, in addition to the fundamental humanitarian principles such as humanity, transparency and respect for the cultures and traditions of others.

The mechanism of monitoring and reporting is associated with flagrant violations against human rights under international human rights law.

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### 3. Principles of conduct:

Monitoring, reporting and response must be done for one major goal, is to alleviate the suffering of humans and not for any other purposes. This must be done in a manner that protects and respects the dignity and rights of the victims, and without discrimination on grounds of religion, ideology, ethnicity, or gender, or any other factor.

### 4. Moreover, of principles of the Organization's work:

- Humanity,
- Transparency.
- Respect the cultures and traditions of others.
- Neutrality.
- Integrity.
- Avoid causing any damage.
- Preservation of human dignity.

### 5. The work of monitoring, reporting and response must be done in a way:

- a. Transparent with clear objectives.
- b. Strictly adhered to the principles of confidentiality.
- c. Ensure that harm will not occur to who tries to do humanitarian work, assistance, and protection, or to sources that provide information.
- d. Ensure adequate respect for cultures and traditions.

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- e. On the employee when taking information about flagrant violations against human rights the responsibility to ensure notifying the victim and/or the caregivers about appropriate services available.

**6. Commitment to monitoring:**

If a staff member of the crew has generated any concerns or doubts about any violation of this code, then, he has the responsibility of reporting directly on these concerns to the concerned official, while respecting the confidentiality of all involved parties.

**7. Confidentiality:**

The information received are confidential and must not be disclosed to those not involved in defending human rights. All efforts must be made to keep the information confidential. All files are protected through password (code). Only the statistical information can be used, that do not reveal the identity of the victim or the informer.

**Code of conduct: the statement of acceptance:**

I \_\_\_\_\_ declare that I have received, read and understood the code of conduct. I realize that this code of conduct is an integral part of my participation in the monitoring and reporting of flagrant violations against human rights in conformity with human rights criteria, and agree to abide by the terms and conditions contained therein.

Signature \_\_\_\_\_ Place \_\_\_\_\_

Date \_\_\_\_\_

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