

## العراق - كركوك

### Code of conduct for staff working in the National Institute for Human Rights

Those participants 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, contributors of personnel of the Organization to help meet the basic principles of the Organization to apply the objectives of human rights contained in the special international conventions and treaties with regard. In addition, will refer to such individuals as "crew" for the purposes of this document.

This document describes the policies and procedures established by the National Institute for Human Rights to confirm that it is a safe Organization for humanitarian work, which respects human dignity.

Interest in providing and meeting the human dignity of the following categories (children, women, youth) is from the heart of the work of the Organization, and it is essential that everyone recognizes that human rights are subject to violation by multiple parties deliberately and not, and the Organization cannot accept that and takes steps for prevention, and rapid response.

This document contains the basic elements of the Organization (Declaration of commitment, the practice Charter, framework), and the members belonging to it and all who work in the field of human rights protection must work in accordance to it. Which explains the best way to ensure human rights, because the Organization's work is direct with community members and seek to protect their rights. Therefore, everyone should have an identical view to deal with the target group and that there be an identical and agreed-on definition for what key principles of human rights mean. Moreover, the existence of an agreed-on mechanism to deal in the event of a breach.

#### 1.purpose:

The contribution of all those participants and contributors of workers in the Organization to achieve the fundamental principles that the Organization is built on, to apply its objectives of respecting human rights and ensuring their dignity preserved in international conventions and treaties in regard.

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### 2. Foundations:

Must do the work of responding to achieve the humanitarian viewpoint according to humanitarian principles in addition to the fundamental humanitarian principles, like humanity, transparency, and respecting cultures and customs of others.

The mechanism of work is associated with the application of human rights criteria:

Must do the humanitarian response activities and respect for human dignity in order to ensure human rights and end their suffering. This must be done by applying a systematic way without discrimination on grounds of religion, ideology, ethnicity, or gender, or any other factor.

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.

### 4. Professional considerations for workers:

Professional systematic works and response must be done in a way:

- a. Transparent with clear objectives of the activities.
- b. Strictly adhered to the principles of confidentiality of work.
- 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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**NATIONAL INSTITUTE FOR HUMAN RIGHTS-NIHR**

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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 work in the Organization in conformity with human rights criteria, and agree to abide by the terms and conditions contained therein.

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

Date \_\_\_\_\_

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