



MARY WARD INTERNATIONAL AUSTRALIA COMMITMENT TO HUMAN RIGHTS

1. Commitment

MWIA has an absolute and fundamental belief in, and commitment to, the [United Nations Declaration of Human Rights](#) and nine core international human rights treaties, noting that human rights are for everyone, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status.

Support is considered for those projects that are committed to advancing these human rights with a particular focus on outcomes that strive to meet MWIA's Vision for a just world where women share leadership, children thrive, and communities live in harmony with each other and the Earth.

2. Scope

This commitment applies to all people engaged under the auspices of MWIA, including board directors, committee members, employees, volunteers and contractors (collectively referred to as 'staff').

3. Implementation

MWIA demonstrates its commitment to human rights through the:

- a) development of frameworks and work systems that ensure programming meets rights-based development principles of best practice.
- b) periodic evaluation and reflection on rights-based approaches undertaken.
- c) use of safeguard principles and complementary policies to support MWIA's rights-based approach to programming.
- d) requirement that all staff and project partners are aware of and have access to this commitment, and MWIA's complementary policies and documents.

4. Guidance

The following documents support the implementation of MWIA's commitment:

Anti-Slavery Policy (draft)

[Child Safe Policy](#)

[Child Sponsorship Policy](#)

[Code of Conduct](#)

Commitment to Vulnerable Persons

Critical Incident Policy (draft)

Disability Policy (draft)

Anti-Slavery Policy (draft)

[Discrimination, Harassment and Bullying Policy](#)

Environmental Management Policy (draft)

External Communications Policy (draft)

[External Complaints Policy](#)

Gender Equality and Inclusion Policy (draft)

Prevention of Sexual Exploitation & Harassment Policy (draft)

Strategic Plan 2021-2024

Whistleblower Policy

Work Health & Safety Policy
