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Arab NGO Network for Development
شبكة المنظمات العربية غير الحكومية للتنمية

PROTECTION POLICY

Vision

The Arab NGO Network for Development envisions the emergence of safe, productive, and democratic societies in the Arab Region working in mutual solidarity, where human dignity, freedoms, and political, economic, social, and cultural rights are preserved within the framework of the rule of law and institutions, and where peace, security, and stability prevail. It believes in societies run through civil governments and by representative democratically elected parliaments, which are characterized by the existence of recognized and institutional participatory mechanisms, enabling civil society forces and citizens to participate effectively in public policy. These societies must be open to other cultures and communities, interacting with them, and committed to international law and the human rights system.

Mission

The Arab NGOs Network for Development is an independent, democratic, civic organization aiming to enhance citizen participation, bolster the role of civil society organizations, and promote the values of democracy and respect of human rights and sustainable human development in the Arab region. ANND is committed to the Universal Declaration of Human Rights, people's dignity and freedoms, respect of diversity, equitable distribution of resources, safeguarding cultural heritage in the region, and implementing the developmental priorities of local communities, in the framework of a fair global order.

Protection Policy

Background

The Arab NGO Network for Development developed this protection policy based on its founding principles, commitment to human rights, and their adaptation in relations between members, workers, and contractors. It has based this on international standards and international and regional best practices for the protection of workers in the NGO sector.

Definitions

Vulnerability

Based on the Core Humanitarian Standards on Quality and Accountability:

«People may be vulnerable because of individual factors such as age (particularly the very young and the very old), disability or illness (e.g., people with mobility problems or people living with HIV and AIDS) or because they are caring for others who are vulnerable. Social and contextual factors also contribute to people's vulnerability. These include discrimination and marginalization (e.g., in

some contexts, the low status and power of women and girls), social isolation (including the lack of access to information), environmental degradation (e.g., soil erosion or deforestation), climate variability, poverty, lack of land tenure, poor governance, ethnicity, class, caste, and religious or political affiliations.»

Harassment

Harassment is behavior that leads to the creation of a work environment that is marred by intimidation, hostility, or pressure. It includes:

- Verbal or non-verbal hints/suggestions or actions or physical or moral abuse.
- Discriminatory behavior based on race, gender, origin, disability, age, or religion.

Sexual Harassment

Sexual harassment is an unwanted behavior of a sexual nature. It violates your dignity, makes you feel afraid, weak, or insulted or creates a hostile or abusive environment.

The person concerned does not have to have publicly objected to a person's behavior to be considered unwanted. Sexual harassment can include:

- Sexual comments and jokes.
- Physical behavior includes unwanted sexual solicitation, touching, and other forms of sexual assault.
- Displaying, publishing, or using photos and drawings of a sexual nature.
- Sending text and emails with sexual content.

Reporting Abuse

Actual and suspected incidents of abuse must be reported immediately or as soon as possible by following ANND's reporting mechanisms.