

Human Rights Policy

Policy Owner	Human Resources Manager
Effective Date	30 April 2020
Last Revised	22 November 2023
Replaces	N/A
Approved by	Mark Welton, Chief Financial Officer

Purpose

Disaster Relief Australia (DRA) operates as a disaster relief organisation, both domestically in Australia and overseas where we also contribute to international development. We respect and support human rights as set out in the Universal Declaration of Human Rights and the ten principles of the UN Global Compact.

Scope

The following must comply with this Policy in the course of their work and when representing DRA:

- DRA Members and board members (and will be referred to generally in this policy as DRA Members)
- all spontaneous and corporate volunteers accompanying DRA
- any contractors, members of partnered organisations accompanying DRA

This policy applies to:

- how DRA provides services to clients and communities and how it interacts with other members of the public
- all aspects of employment, recruitment and selection, conditions and benefits, training and promotion, task allocation, shifts, hours, leave arrangements, workload, equipment and transport
- in the workplace or Area of Operation (AO), after-hours work, at DRA events, functions or conferences, – wherever and whenever a DRA Member may be as a result of executing their DRA duties
- staff treatment of each other, of clients, and of other members of the public encountered in the course of their DRA duties

Policy

DRA respects, protects and promotes human rights for all, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status.

When responding to humanitarian emergencies, DRA will apply the principles of humanity, impartiality, independence and neutrality as defined in the Core Humanitarian Standard on Quality and Accountability (CHS).

DRA is guided by The Core Humanitarian Standard on Quality and Accountability (CHS).

DRA recognises that effective humanitarian responses require collective action. DRA will share information and knowledge with other stakeholders, and participate in joint planning and integrated activities wherever possible, including national and local authorities, without compromising humanitarian principles.

In determining its humanitarian responses, DRA commits to work with local communities and local organisations wherever possible, recognising that they are the first to respond, better positioned to respond and often last to leave.

In everything we do, DRA strives to work for and with people with disabilities, to promote their human rights and empowerment. Both in Australia and overseas we're working with many government bodies and development agencies, to promote the importance of inclusion of people with disabilities and to ensure a political commitment to disability in aid and development activities.

DRA is committed to the inclusion and representation of those who are vulnerable and those who are affected by the intersecting drivers of marginalisation and exclusion, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class and socio-economic status.

Focal person

DRA Human Resource Manager is the Human Rights Focal Person for the organisation. They are responsible for raising awareness throughout the organisation and in coordinating, supporting and advising on the development and integration of considerations into all of our planning processes.

Reporting

DRA is committed to addressing human rights grievances and providing appropriate avenues for affected individuals or communities to come forward. Issues can be reported direct to the Human Rights Focal Person, or in accordance with the DRA Whistleblower Policy.

Related Policies

- DRA Value, General Behaviour Standards and Code of Conduct
- DRA Human Resources Manual
- DRA Diversity and Inclusion Policy
- DRA Quick Assessment and Investigation Procedures
- DRA Prevention of Sexual Exploitation and Abuse Policy
- DRA Whistleblower Policy

Version History

This procedure is to be reviewed every 2 years, unless required earlier due to a significant incident, changes in national guidelines, legislation or by third party request.

Version	Date	Author	Summary of Changes
1	30 April 2020		Document creation
2	31 May 2020		Document revision
3	22 November 2022	A Hayward	General Updates