

Human Rights Policy



1. Scope

Sight For All is an international development organisation that respects, protects and promotes human rights for all, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio economic status. Sight For All is committed to a human rights approach in all undertakings, based on the principle that every person is equal in dignity and rights. Achieving human rights is crucial in sustaining human development and eradicating poverty.

This policy applies to Sight For All Board Directors, staff, Visionaries, volunteers, Fellows, project participants and partners.

2. Commitments

To operate within a human rights-based approach, Sight For All commits to:

- all people and partners being treated with respect and fairness
- no discrimination based on gender, race, religion, nationality, sexual orientation, physical or mental disability, age, social origin and status or political opinion
- provision of equal treatment and opportunities for all, at an organisational and project delivery level
- promotion of disability inclusion and freedom from discrimination
- prioritising services that have an impact on the quality of life for people with a disability; showing respect for the needs, rights and dignity of project beneficiaries
- using appropriate language in all forms of communication
- keeping children safe from harm and abuse
- providing strong leadership and a culture where sexual exploitation, abuse and harassment is not tolerated
- the inclusion and representation of those who are vulnerable and those who are affected by intersecting drivers of marginalisation and exclusion
- project designs and appraisals include analysing good development practices such as disability inclusion, gender equality, child protection and the prevention of sexual exploitation, abuse and harassment.

3. Policy in Practice

Sight For All aims to deliver a human rights-based approach that encompasses the following elements:

- Participation - encouraging participation through project planning and implementation, monitoring and evaluation and involving in-country colleagues in the collection of data which includes gender and age-related disaggregation.
- Partnership – as an integral component to Sight For All activities, in delivering a human rights-based approach, we recognise that partnerships must be sustainable beyond the scope of the activities in country. This is reflected in our Partner Engagement and Collaboration Policy.
- Accountability and transparency – ensuring that this Human Rights Policy and other pertinent information is accessible to partners and stakeholders. Sight For All also ensures adherence to the ACFID Code of Conduct Quality Principle 1 – Rights, Protection and Inclusion.
- Empowerment and capacity development – recognising that partners and stakeholders are critical in the implementation of a human rights-based approach. Stakeholders and partners are empowered to contribute to the review and implementation of this Human Rights Policy and projects in country. Through this empowerment, Sight For All is striving to build capacity of partners into the future.

4. Understanding Project Beneficiaries

Sight For All project beneficiaries are largely the Fellows or project participants selected by the project partner, largely Government Hospitals in which they work. Sight For All consults with hospitals in selecting participants, ensuring the inclusion of all genders and ages.

The ultimate beneficiaries of Sight For All projects are the individuals of all genders and ages who present to the eye hospitals for treatment or are the recipients of eye health awareness campaigns. Evidence suggests that 2 out of every 3 people who are blind are women who face great barriers when accessing eye care. In low-income countries, women are much less likely than men to utilise eye care services.

Through our projects, we are educating Fellows and project participants to be more aware of gender equality in undertaking future planning in their own hospitals.

5. Human Rights and the Sustainable Development Goals

At a strategic, governance and planning level, Sight For All is committed to our activities and projects working towards the Sustainable Development Goals (SDG's). This includes:

- SDG 4 – Ensure inclusive and equitable quality education and promote life-long learning opportunities for all.
Related Human Rights – Right to education, equal rights for all genders and ages in the field of education, right to work including technical and vocational training.
- SDG 5 – Achieve gender equality and empower women and girls.
Related Human Rights – Elimination of all forms of discrimination against women, right to just and favourable conditions of work.

6. Incorporating Diversity

In line with Sight For All's commitment to human rights, appreciating and respecting the diversity of cultures, ages, genders, perspectives, religious beliefs, disability, and sexual orientation of others is significant. In appreciating the diversity of others, the Board of Directors support the removal of barriers to ensure workplace equity and in raising awareness and understanding of challenges that people face based on their diversity. The Strategic Plan and Theory of Change guide this at an organisational level, while Country Situational Analysis and Capacity Assessments provide guidance at a project level.

7. Complaints

Sight For All recognises the rights of individuals and organisations that it is associated with to lodge a complaint and have it resolved fairly and quickly. Individuals lodging a complaint with Sight For All who believe that we have not investigated or resolved the complaint effectively, or believe we have breached the ACFID Code of Conduct, are able to lodge their complaint directly with the ACFID Code of Conduct Committee <https://acfid.asn.au/content/how-make-complaint>.

The Sight For All Complaints Handling Policy is reviewed on an annual basis. The policy is available on the Sight For All website and is distributed to all project participants, Visionaries and partners.

8. Related Documents

- Sight For All Child Protection Policy
- Sight For All Code of Conduct Policy
- Sight For All Complaints Handling Policy
- Sight For All Disability Inclusion Policy
- Sight For All Gender Equality Policy
- Sight For All Prevention of Sexual Exploitation, Abuse and Harassment Policy

9. Review

The Sight For All Human Rights Policy is reviewed on a biennial basis.

Sight For All Human Rights Policy February 2022
Approved by the Board of Directors 1 February 2022
Version 5.0

Document Revision History		
Document Name	Version #	Date Approved
Human Rights Policy	1	22 April 2015
Human Rights Policy	2	15 November 2016
Human Rights Policy	3	29 May 2018
Human Rights Policy	4	17 September 2020
Human Rights Policy	5	1 February 2022