

## AAR Japan Human Rights Policies

### Preamble

AAR Japan [Association for Aid and Relief, Japan] aims to realize a sustainable society where all people, as diverse human beings, can coexist in harmony while maintaining their uniqueness and human dignity. Under this vision, we have been implementing international cooperation activities from a humanitarian perspective around the world, incorporating the viewpoint of "human security" (\*).

Recognizing that its decisions and actions could affect directly and indirectly all people and societies involved in its activities, AAR hereby reiterates its respect for the human rights of all people, including the beneficiaries of its activities, residents in surrounding areas, AAR's supporters, volunteers, directors and employees.

Based on the vision set forth above, AAR will work under the following 10 human rights policies. Responsibility for respecting human rights lies with all of AAR directors, staff members and volunteers at both domestic and overseas offices, and we will advocate respect for human rights to the governments, counterparts, partners, donors and other stakeholders with whom AAR may exert influence.

1. We recognize the importance of respect for human rights and uphold the following international agreements and initiatives.

#### 【International Conventions, Protocols and Declarations】

- Universal Declaration of Human Rights (1948)
- International Covenant on Economic, Social and Cultural Rights (1966)
- International Covenant on Civil and Political Rights (1966)

- International humanitarian law (international humanitarian rules including the Geneva Conventions of 1949 and their 1977 Additional Protocols)
- Genocide Convention (Convention on the prevention and Punishment of the Crime of Genocide) (1948, Japan is a non-signatory)
- International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work (1998)
- International Convention on the Elimination of All Forms of Racial Discrimination (1965)
- The United Nations Convention on the Rights of the Child (1989)
- Convention on the Elimination of all forms of Discrimination Against Women and its Optional Protocol (1979)
- Convention Relating to the Status of Refugees (1951) and Protocol Relating to the Status of Refugees (1966)
- Convention on the Rights of Persons with Disabilities (2006)
- Declaration on the Elimination of All Forms of Intolerance and of Discrimination Based on Religion or Belief (1981)
- Declaration on the Right to Development (1986)
- Declaration on the Rights of Persons Belonging to National or Ethnic, Religious and Linguistic Minorities (1992)
- Declaration on the Rights of Indigenous Peoples (2007)

#### 【Private initiatives】

- Core Humanitarian Standard on Quality and Accountability (2014)
- The Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief
- Guidance for Social Responsibility (2010)

2. We respect international norms, local laws and regulations, endeavor to learn and understand the culture, custom, religion and values of the communities and countries we are working in, and will not discriminate or violate human rights on the basis of race, color, sex, age, language, property, nationality, country of origin, religion, ethnical or societal origin, caste, financial background, disability, pregnancy, indigenous origin, trade union membership, political affiliation, political opinions, opinions on other matters, marital status, family situation, private relationships, health condition, etc. We will not engage in any activities which violate human rights such as child labor, forced labor, violence against women and girls in armed conflict.

3. In assisting refugees and internally displaced persons due to armed conflict or disasters, AAR recognizes “refugees” in broader terms than the Convention relating to the Status of Refugees which defines it as “(a person who) owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country...” Considering all those who are in more adverse situations, or the most vulnerable as “refugees”, AAR shall endeavor to support them and give due consideration to human rights of refugees and their host community members.

4. We work to realize a society where persons with disability including landmine survivors can equally participate in, respecting their decision-making.

5. In coping with infectious diseases, we will not have prejudice nor discriminate against patients, recovered patients and their families

based on false/biased information about the diseases. We work to improve the human rights situation undermined by authorities, local communities and other stakeholders.

6. We do not make statements or actions that may approve human rights violations while providing educational activities (education for international understanding). We endeavor to deepen the participants' understanding of the respect for human rights at AAR events and seminars.

7. We respect privacy and authority of our supporters and treat personal information with the utmost care and attention.

8. We recognize that sexual harassment and power harassment are harmful to human dignity and will not engage in such conduct. In the incident of harassment or human rights troubles, we will utilize internal consultation desk and external counseling services to address the issue properly.

9. We respect basic human rights and make rigorous and impartial selections based on competence and aptitude of applicants in recruitment.

10. If it becomes clear that we have taken actions or have been involved in conducts against this policy during or outside working hours, we take necessary measures to prevent recurrence through due process and strive for the higher standard of conduct.

\* The perspective of "human security" is a concept that, with focuses on each human being, aims to protect people from all threats and fears which might affect their survival, lives, and dignity, and to promote a sustainable society and personal independence through protection and

empowerment. Based on this idea, AAR conducts international cooperation activities from the perspective of people who are in difficult situations for various reasons. In addition, AAR aims to strengthen its ability to respond to potential future threats with the participation of local staff, the beneficiaries of its activities, and people in surrounding areas.