

NWOYA CHARITY FOUNDATION (NCF)



NON – DISCRIMINATORY POLICY

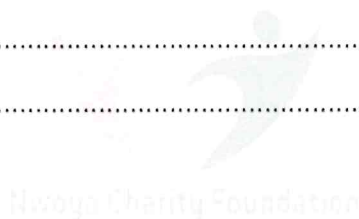
Effective date: 1st January 2023

Transforming Lives, Giving Hope through fostering a culture of fairness, respect, and dignity for all



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ACRONYMS / Abbreviation

NCF	-	Nwọya Charity Foundation
HIV	-	Human Immune Virus
AIDs	-	Acquire Immune Diseases
ED	-	Executive Director
BoDs	-	Board of Directors



NWOYA CHARITY FOUNDATION (NCF) STANDARD:

STRATEGIC VISION, MISSION, VALUES AND OBJECTIVES

VISION

We envision empowered vulnerable communities in Northern Uganda to thrive sustainably through holistic development, fostering resilience, dignity and self-reliance.

MISSION STATEMENT

To improve the socio-economic well-being of vulnerable and underserved populations in Northern Uganda by providing support in Education, Health, Livelihoods, Economic Empowerment and Social Justice through community-driven initiatives.

NCF VALUES

As Nwoya Charity Foundation, we **STRONGLY** value **INTEGRITY, EMPATHY, COLLABORATION, RESILIENCE, INCLUSIVITY, TRANSPARENCY & ACCOUNTABILITY** in our actions and work with community and stakeholders. We value respect for people we serve, their effective participation and the empowerment of individuals and communities.

STRATEGIC OBJECTIVE

- To strengthen the livelihoods through vocational training, skills development, and income generating activities
- To improve access to quality healthcare services especially for women, children and elderly.
- To plan, design and implement programs to promote quality education for girls and boys.
- To provide legal support and counselling to survivors of Gender Based Violence.
- To support and encourage sustainable environmental practices through reforestation, Agroforestry and renewable energy projects.



1. Introduction

Nwoya Charity Foundation (NCF) is committed to fostering a culture of fairness, respect, and dignity for all and does not advocate, support or practice discrimination based on race, religion, age, nationality, tribe and sexual orientation, mental or physical handicap as provided by International and National Legal Frameworks, and applies affirmative action as required to redress individuals and social handicaps of people from disadvantaged groups. We believe that diversity and inclusion strengthen our mission to improve lives and build stronger communities. This policy establishes our commitment to providing equal opportunities and ensuring that discrimination has no place within our organization or our programs.

2. Policy Purpose

The purpose of this policy is to:

- Affirm NCF's commitment to equality and human rights.
- Ensure all individuals associated with NCF are treated fairly and respectfully.
- Provide a safe environment free from discrimination, harassment, and victimization.
- Outline the mechanisms for addressing discrimination if it occurs.

3. Policy Scope

This policy applies to:

- All NCF staff (permanent, temporary, and contract)
- Volunteers and interns
- Board members
- Consultants, contractors, and service providers
- Beneficiaries, partners, and other stakeholders

It covers all aspects of employment, service delivery, partnerships, and community engagement.

4. Policy Statement

NCF strictly prohibits discrimination in any form, including:

- **Direct discrimination:** Treating someone less favorably based on protected characteristics.
- **Indirect discrimination:** Policies or practices that, while neutral on the surface, disadvantage a particular group.

- **Harassment:** Unwanted behavior related to a protected characteristic that creates an intimidating, hostile, degrading, humiliating, or offensive environment.
- **Victimization:** Treating someone badly because they have made or supported a complaint about discrimination.

Protected characteristics include (but are not limited to):

- Race, ethnicity, or nationality
- Tribe, clan, or cultural background
- Gender, gender identity, or gender expression
- Religion or belief
- Disability (physical, mental, intellectual, or sensory)
- Age
- Marital or family status
- Sexual orientation
- Economic or social status
- Political opinion or affiliation
- Health status (including HIV/AIDS)
- Any other status protected by law or by organizational values

5. Commitments;

NCF commits to:

- Providing equal opportunities in recruitment, hiring, training, promotion, and all terms and conditions of employment.
- Delivering programs and services without bias or discrimination.
- Making reasonable accommodations for individuals with disabilities.
- Providing a safe environment where concerns about discrimination can be raised without fear of retaliation.
- Taking immediate and appropriate action when discrimination is reported or suspected.

6. Policy Roles and Responsibilities:

Role	Responsibility
Board of Directors	Ensure oversight and uphold principles of non-discrimination.
Executive Director	Implement the policy, lead by example, and enforce compliance.
HR Department	Promote fair practices in hiring, promotion, and staff support.
All Staff and Volunteers	Foster an inclusive and respectful environment.

7. Reporting and Complaint Procedure

- Any person who believes they have been subjected to discrimination should report the matter immediately to their supervisor, HR officer, or the designated complaints officer.
- Complaints can be made in writing, by email, or in person.
- All complaints will be handled confidentially and investigated promptly.
- Retaliation against individuals who raise concerns in good faith will not be tolerated.

8. Breaches of this Policy

Anyone found to have engaged in discriminatory behavior will be subject to disciplinary action, which may include counseling, training, suspension, dismissal, or legal action, depending on the severity of the breach.

9. Training and Awareness

- Regular training will be provided to all staff, board members, and volunteers to ensure awareness of this policy.
- NCF will ensure that partners and service providers are made aware of and encouraged to align with our non-discrimination values.

10. Monitoring and Reviews

- This policy will be reviewed every two years or earlier if required by organizational needs or legal changes.
- Monitoring of diversity and inclusion indicators will inform improvements.

Authorization:

Sunah Kemigabo  [Name & Sign]

Chairperson, Board of Directors

Date: 01/01/2023

