



Statement on Human Rights

1. Introduction

Human rights are for everyone, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status.

Motivation Australia is committed to respecting, protecting and fulfilling the human rights of all people, particularly stakeholders, personnel and representatives, and especially those who are at risk or are identified as vulnerable. In seeking to respect human rights, Motivation Australia accepts its responsibility not to dehumanise any person or group, noting that this extends beyond its duty to 'do no harm'.

2. Definitions

Understanding human rights

Motivation Australia understands that human rights are a universalist discourse, which means that they are based on the idea of a shared humanity and global citizenship. Ideas about human rights are embedded in all the major religious traditions and can be found in many different cultural forms. Ideas of human dignity and worth, ideas that all people should be treated according to certain basic standards, ideas that people should be protected from 'human rights abuse', and ideas of respect for the rights of others are not confined to the western intellectual tradition and can therefore be understood as universal. Motivation Australia understands that human rights are both individual and collective; they are constructed through human interaction and through an ongoing dialogue (discourse) about what should constitute a common or shared humanity. This means that, even though they are universal, human rights are not static and fixed but will vary over time and in different cultures and political contexts.

Understanding legal perspectives on human rights

Motivation Australia acknowledges international norms embodied by the United Nations Declaration of Human Rights, the creation of which is recognised as a major achievement of the twentieth century. Motivation Australia also recognises that the UN Declaration of Human Rights can and should be subject to challenge in different times, as different voices are heard and different issues are given priority. The same can be said of other international human rights treaties as well as Australia's domestic human rights legislation. Motivation Australia *supports and commits to contributing to ongoing improvements* in the United Nations Declaration of Human Rights, the 2006 Convention on the Rights of Persons with Disabilities (CRPD), and other relevant international and domestic human rights instruments.

Understanding rights-based approaches to development

Consistent with its discursive view of human rights explained above, Motivation Australia is committed to applying a rights-based approach to development. Rights based approaches to development aim to achieve a positive transformation of power relations among various development actors. Development actors include rights holders (who do not experience full rights) and the duty bearers (the institutions obligated to fulfil the holders' rights). Motivation Australia acknowledges that rights holders also include future generations which means that equitable access to human rights must occur across time. Rights-based approaches aim to strengthen the capacity of duty bearers and empower the rights holders.

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About Motivation Australia's stakeholders, personnel, and representatives

Primary stakeholders are those who are involved in and benefit from the implementation of Motivation Australia's programmes. This includes partner organisation's personnel who participate in training and mentoring activities, and people who access the health, rehabilitation and assistive technology (AT) services that Motivation Australia supports.

Personnel includes all employees, consultants, contractors, interns and volunteers. Volunteers include professional volunteers, students or any other person who has entered into a volunteer contract with Motivation Australia.

Motivation Australia **representatives** includes all personnel and members of Motivation Australia's board of governors.

3. Scope of statement

This statement applies to all stakeholders, personnel and representatives of Motivation Australia.

4. Purpose

The purpose of this statement is to provide an overview of how Motivation Australia meets our responsibility to respect, protect and fulfil the human rights of all people.

5. Policy

Motivation Australia will:

- 5.1 Thoroughly and regularly analyse the socio-political contexts in which we are working
- 5.2 Apply its best efforts to protect primary stakeholders from discrimination, violence, abuse, exploitation or neglect based on up-to-date analysis of the contexts in which we are working.
- 5.3 Maintain clear policies and follow good, evidence-informed practices addressing disability inclusion, gender equity and women's empowerment, child-safeguarding, and the prevention of sexual exploitation, abuse and harassment.
- 5.4 Continually respect and, wherever practicable, actively respond to the needs, rights and inclusion of those who are vulnerable and those who are affected by marginalisation and exclusion.
- 5.5 Integrate a rights-based approach to development into all programming efforts, from design, planning, implementation, monitoring and evaluation.
- 5.6 Contribute to advocacy efforts for the improvement of international and domestic human rights legislation and other instruments, where appropriate.
- 5.7 Provide periodic training to staff and volunteers on a rights-based approach to development.
- 5.8 Undertake periodic evaluation and reflection on Motivation Australia's application of rights-based approaches to development.
- 5.9 Ensure that information about issues relating to human rights is promoted to the public and external stakeholders, including in Motivation Australia's website.
- 5.10 Ensure that Motivation Australia's strategic plan reaffirms the organisation's commitment to human rights.

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6. Responsibility

It is the responsibility of the Board of Governors, CEO and all Motivation Australia personnel to adhere to this policy.

7. Related documents

Document no:	Title and location
<i>POL-0008</i>	Disability inclusion policy
<i>POL-0002</i>	Gender equity and women's empowerment policy
<i>POL-0001</i>	Child protection policy
<i>POL-0035</i>	Prevention of sexual exploitation, abuse and harassment policy

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