



SOMALI WOMEN PEACE AND SECURITY (SWPS)

ORGANIZATION POLICY

1. Vision and Mission: SWPS is committed to advancing the rights and well-being of Somali women. Our vision is to empower women for a peaceful and inclusive society, and our mission is to achieve this through strategic initiatives focused on empowerment, education, equal opportunities, and active participation in decision-making processes.

Our Policies:

- 1. Gender Equality Policy:**
SWPS is committed to upholding and promoting gender equality in all aspects of its work. SWPS recognizes that gender equality is a fundamental human right and a key driver for sustainable peace and development. SWPS ensures that its policies, programs, and practices are guided by principles of gender equality, non-discrimination, and women's empowerment.
- 2. Non-Discrimination and Inclusivity Policy:**
SWPS is dedicated to creating an inclusive and non-discriminatory environment. SWPS prohibits discrimination based on gender, ethnicity, religion, disability, age, sexual orientation, or any other protected characteristic. SWPS ensures that all individuals, regardless of their background or identity, have equal access to opportunities, resources, and benefits within the organization.
- 3. Zero Tolerance for Gender-Based Violence Policy:**
SWPS has a zero-tolerance policy towards gender-based violence in all its forms, including domestic violence, sexual harassment, and exploitation. SWPS is committed to providing a safe and supportive working environment for its staff, volunteers, and beneficiaries. Any incidents of gender-based violence are taken seriously, promptly investigated, and appropriate action is taken to address the issue.
- 4. Child Safeguarding Policy:**
SWPS prioritizes the safety and well-being of children. SWPS has a strong commitment to protecting children from all forms of abuse, exploitation, and harm. SWPS establishes and implements robust child safeguarding policies

and procedures, including strict protocols for staff and volunteers working with children.

5. Confidentiality and Data Protection Policy:

SWPS recognizes the importance of confidentiality and privacy in its work. SWPS ensures that all personal and sensitive information collected from beneficiaries, staff, and partners is treated with the utmost confidentiality and is stored and processed securely. SWPS complies with relevant data protection laws and regulations to safeguard the privacy rights of individuals.

6. Code of Conduct and Ethical Standards:

SWPS maintains a comprehensive code of conduct and ethical standards that guide the behavior and actions of its staff, volunteers, and board members. The code of conduct emphasizes integrity, professionalism, respect, and accountability. SWPS promotes a work culture that fosters trust, teamwork, and ethical decision-making.

7. Conflict of Interest Policy:

SWPS has a conflict of interest policy to ensure transparency and prevent conflicts that may compromise the organization's integrity and effectiveness. SWPS requires its staff, volunteers, and board members to disclose any potential conflicts of interest and take appropriate measures to manage or mitigate such conflicts.

8. Partnership and Collaboration Policy:

SWPS values partnerships and collaborations as essential drivers for achieving its mission. SWPS has a partnership and collaboration policy that outlines the principles, criteria, and procedures for establishing and maintaining partnerships with government institutions, civil society organizations, donors, and other stakeholders. SWPS ensures that partnerships are based on shared values, mutual respect, and accountability.

9. Financial Accountability and Transparency Policy:

SWPS is committed to financial accountability and transparency. SWPS maintains accurate and reliable financial records, complies with relevant financial regulations and reporting requirements, and undergoes regular external financial audits. SWPS ensures that financial resources are used efficiently, effectively, and in alignment with its mission and goals.

10.Environmental Sustainability Policy:

SWPS recognizes the importance of environmental sustainability and its impact on peace and development. SWPS strives to minimize its environmental footprint and promotes sustainable practices within its operations. SWPS encourages staff, volunteers, and partners to adopt environmentally responsible behaviors and supports initiatives that address climate change and environmental degradation.

These organization policies provide a framework for SWPS's commitment to gender equality, non-discrimination, safety, ethics, transparency, accountability, and sustainability. The policies guide SWPS's internal operations, programs, and relationships with stakeholders. They help ensure that SWPS's work is guided by principles that uphold human rights, social justice, and the empowerment of women and girls in Somalia.