

Human Rights Policy

Applies to	Conviction Autism in the CJS Criminal Justice Hub
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1. Introduction

We are committed to supporting and respecting all internationally recognised human rights. We also seek to ensure we are not complicit in human rights abuses by any other person, organisation, or government.

2. What are human rights?

The United Nations describes human rights as rights inherent to all human beings, irrespective of nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. We are all equally entitled to our human rights without discrimination.

When we refer in this policy to 'internationally recognised human rights', we mean the rights set out in the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, the International Covenant on Economic, Social and Cultural Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

Examples of internationally recognised human rights include:

- equality and non-discrimination
- freedom of thought, conscience, religion, opinion, and expression
- not to be held in slavery or servitude
- education and work

3. How are human rights relevant to us?

As a responsible national criminal justice non-profit organisation, we recognise that respect for human rights is not just a concern for nation states and international organisations. We operate in an increasingly international business environment with complex supply chains and a varied service user base. Our operations and the work we do for our service users can have an impact, good or bad, on human rights.

4. Our policy

It is our policy to support and respect all internationally recognised human rights.

This policy applies in respect of our relationships internally with our staff and with the wider criminal justice community. We also seek to ensure we are not complicit in human rights abuses by any other person, organisation, or government.

We aim to ensure that where national laws differ from international human rights standards or our own policies and procedures we will, so far as possible, follow the higher standard. If it is not possible to respect human rights fully in a particular context, we will respect them to the greatest extent possible in the circumstances.

Some of our staff are also bound by rules of professional conduct that apply to their practice, which will always govern their conduct, but we will seek, so far as possible, to reconcile any potential conflict between professional rules and our responsibility to respect human rights.

We also have other policies in place that incorporate human rights issues and we aim to ensure that all our policies and procedures convey a coherent message to those they apply to and reflect our stated commitment to support and respect human rights.

5. Monitoring and review

The Board of Members has overall responsibility for ensuring our commitment to respect human rights is put into practice and for the implementation of this policy.

All volunteers and staff must be aware of and adhere to this policy. You may be liable to disciplinary action if you fail to comply with the provisions of this policy or related policies and procedures.

We will review this policy regularly. We will provide information and/or training on any changes we make.

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