

Ethical Policy



Shakti Organisation
Catalysing Sustainable Development

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Policy and Procedures: Ethical Policy

1. Purpose:

The Ethical Policy is a set of fundamental principles, operational principles, and standards to guide the actions and management of Shakti Social Cultural and Sporting Organisation. It works as the guiding principle for the board and staffs of organisation.

2. OUR APPROCHES :

The growth of individual is possible only when the society grows and vice versa. Therefore SHAKTI's approach rests firmly on the belief that all assistance must empower people to participate in furthering their own development programmes and various issues based action programmes, strictly ensuring the following development principles.

- ❖ Eco-friendly in nature.
- ❖ Participatory in approach.
- ❖ Sustainability of the process.
- ❖ Ensuring gender equity.
- ❖ Treating the issue both its causes and symptoms at a time.

2. Our Values :

- **Mutual Respect**, recognizing the innate dignity and worth of all people and value of diversity.
- **Equity and Justice**, requiring us to work to ensure that everyone irrespective of sex, age, race, colour, class and religion-has equal opportunity for expressing and utilizing their potential.
- **Honesty and Transparency**, requiring us to be accountable for the effectiveness of our actions and open communications with others. All Programme and financial documents and reports should be available to all. Shakti Organisation(SSCSO) is committed to transparency in all its operations.
- **Solidarity with poor and marginalised people**. So that SHAKTI's bias will be a commitment to the interests of the poor and powerless.
- **Courage of conviction**, requiring us to be creative and radical, without fear of failure, in pursuit of the highest possible impact on the causes of poverty.
- **Responsible and accountable** for all of our actions toward the communities in which we work and for the benefit of the communities that we serve.
- **Integrity**-highest level of integrity in all actions for the targeted community.

3. Our guiding principles:

- ❖ The guiding principles of the organisation is to help and harness the helpless (unfortunate & Hopeless), and to harmonize their lives through sustainable social and human development activity.
- ❖ Taking Sides unambiguously – working with marginalized groups who have the most dense denial of rights.
- ❖ Work will always be with participation of concerned communities, starting from identification of issues to evaluation of work.
- ❖ Respect for people’s knowledge systems and abilities.
- ❖ Ensuring community accountability and transparency.
- ❖ Belief that women should have more than an equal share/say.
- ❖ Strengthening democratic processes.
- ❖ Recognition that State has the primary responsibility for ensuring equity & justice to all.

4. Conflict of Interest :

- Appropriately handling actual or apparent conflicts of interest in our relationships.
- Board and staff members will undertake to avoid real, apparent or potential conflict of interest situations in their work.
- Board and staff members agree to abide by the Conflict of Interest Policy of the Organisation.

5. Revision :

This Ethical Policy will be periodically reviewed and revised as warranted.



General Secretary
Shakti Organisation (SSCSO)

**General Secretary,
Shakti Organisation(SSCSO)**

N.B-{this ethical policy is approved by the Executive Body of Shakti Organisation on 29.09.2006 and came into immediate effect.}