



Urgent Action Fund for Women's Human Rights Asia & Pacific (UAF A&P) Guiding Principles

We shall maintain and respect the feminist values of our organisation and universally recognised principles, which include:

- Respect for human rights. UAF A&P shall ensure to uphold human rights – especially women and gender non-conforming human rights – consistent with international law.
- Individuals are not isolated from their social and family commitments and responsibilities. UAF A&P shall ensure that professional responsibilities take into account the individual's family responsibilities as much as possible.
- We aim to apply best practice within UAF A&P. We shall learn from other civil society organisations operating in comparable situations and from security professionals, and strive to achieve the highest realistic standards whilst recognising that 'security' is often a hyper-masculine sphere and discipline. As such, we shall also prioritise best practices and learnings on protection from feminist movements.
- Our vulnerability to security risks is based on the intersecting aspects of our identities and the various oppressions we experience, such as those based on race, class, age, sexuality, gender identity, gender expression, sexual characteristics, disability, nationality status, and ethnicity among others.
- Protection goes beyond physical safety to encompass emotional well-being. UAF A&P shall practice a holistic approach in providing safety and security to all of its grantees, team, board, advisors, allies, and the communities it serves.
- No participation in, or acceptance of, corruption – we define corruption as being the abuse of entrusted power for private gain – and funds derived from terrorism, corruption and other illegal means

UAF A&P's Green Principles in achieving resource conservation, waste reduction, and sustainability overall are:

- Conserve energy and other natural resources
- Encourage employees to use mass transit
- Reduce, reuse, and recycle to reduce waste
- Adopt green procurement practices
- Continue to review and minimise the impacts of our activities on the environment