

Statement of Organisational Principles

Femili PNG and Friends of Femili PNG are committed to the following organisational principles:

1. We respect, protect and promote internationally recognised human rights for all, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status.
 - Our development approach is to respect, protect and advance human rights through providing support to survivors of family and sexual violence (FSV).
 - We do so through programs that seek the inclusion, representation, participation and empowerment of the most vulnerable.
 - We offer our services free from discrimination and free of charge.
2. We work to promote gender equality and equity, and to prevent sexual exploitation and abuse of those who are vulnerable, noting that FSV and sexual exploitation and abuse disproportionately affects women and girls.
3. We have a whole-of-organisation commitment to the achievement of gender equality which requires that:
 - gender equality and equity are central to all of our actions;
 - the empowerment of women and girls is fundamental to our mission, vision, values and priorities;
 - staff understand and demonstrate attitudes and behaviours that promote gender equality and equity;
 - adequate resources are allocated to advancing our work in gender equality; and
 - gender equality is both everyone's responsibility and an area that warrants specialised attention and resources.
4. We include and represent those who are affected by the intersecting drivers of marginalisation and exclusion, including but not restricted to, race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class and socio-economic status.
 - We understand 'intersectionality' as the different aspects of someone's identity which can expose them to overlapping forms of discrimination and oppression.

- We note that different factors influence how diverse groups experience family and sexual violence, and we consider the impacts of these intersecting drivers in our assistance programs.
5. We promote the participation of primary stakeholders in our programs, noting that we are accountable to the people we seek to help.
 - We listen to our clients and partners and always consider their involvement in all aspects of our operations and planning.
 - We aim to make lasting change to our circumstances and capacity of our primary stakeholders.
 6. We strive to work for and with people with disability, to promote their human rights and empowerment.
 - We include people with disabilities in our planning and development to ensure a commitment to disability in all our activities.
 - We monitor and evaluate the participation of people with disabilities in our activities.
 7. We prioritise the safety and participation of children.
 - We work to protect children so that they can live a life free of violence.
 - We consider the views and needs of children in our programs and promote their decision-making.
 - We empower children to make safety decisions by delivering awareness-raising sessions in schools and community education on child abuse and FSV.
 8. We aim to be sustainable in our initiatives.
 - We consider the environment and climate change, and undertake to minimise any negative environmental impacts by our programs.
 9. We do not work alone, and we support our partners.
 - We work with partners in mutually respectful and beneficial ways.
 - We build the capacity of ourselves and our partners.