



**INSTITUTION FOR DEVELOPMENT OF RURAL AND  
INDIGENOUS PEOPLE (IDRAP)**

**CODE OF CONDUCT**

**Part I  
PRINCIPLES OF EXISTENCE AND OPERATIONS**

**Integrity**

1. IDRAP is an independent and autonomous non-governmental organization, and therefore IDRAP is not part of or affiliated with state and governmental institutions.
2. IDRAP is a non-partisan organization, and therefore IDRAP is not part of or affiliated with political parties and shall not be involved into practical politics in any terms of pursuing the power.
3. IDRAP is a non-sectarian organization, and therefore IDRAP frees itself from the prejudices on the basis of all kind of differences, including religion, ethnicity, race, class or group and gender.
4. IDRAP is founded on a clear vision and mission to be on the side of marginalized communities, and not to merely look for the project.
5. IDRAP is not founded by the profit orientation to be distributed to its founders and management, but by the devotion to human beings and humanity.
6. IDRAP adheres to the principles of management of natural resources and the environment in a sustainable manner.
7. In realizing its vision and mission, IDRAP stands against to the corruption, collusion and nepotism practices.

**Transparency**

1. All the information related to the mission, activities and funding of IDRAP is principally public access, therefore IDRAP shall report its activities and finances to the public at least once a year.
2. IDRAP is welcome to any opinions and new ideas that promote the interests of marginalized communities.

**Independence**

1. IDRAP is autonomous and free from influences and interests of government, political parties, donors, and the business sectors that may eliminate its independence, self-reliance and the ability in acting for the public interest.



2. Positions as decision makers in IDRAP shall not hold dual positions as decision makers and/or similar interests in the ranks of government, private companies, political parties or other organizations affiliated with political parties.

### **Anti-Violence**

In defending, expressing opinion, and any attempt to achieve its goal, IDRAP shall not use violent ways.

### **Gender Equality**

1. IDRAP applies the principles of equal right and equal chance between women and men in making decisions and in formulating policy of the organization.
2. IDRAP applies the principles of gender equality and gender justice in every program and activity implemented.

### **Finance**

1. IDRAP makes its financial system to ensure that any funds received are used in accordance to the appointed purpose, and to ensure accountability to all parties.
2. IDRAP performs its accounting and financial report in accordance with accounting standards generally accepted for non-profit sector.

## **Part II RESPONSIBILITIES AND OBLIGATIONS TO OTHER PARTIES**

In establishing relationship with other parties, IDRAP highly adheres to a self-responsibility and self-obligation as follows:

### **Relationship with the Beneficiaries and the Wide Public**

1. IDRAP respects the integrity and improves self-reliance and independence of the beneficiaries.
2. IDRAP respects the culture, traditions and dynamics growing in the community and encourages the growth of local community initiatives.
3. IDRAP facilitates a participatory and democratic leadership in the community.
4. IDRAP helps facilitating the development and management of resources, developing program and organizational capacity, and strengthening networking and cooperation between the beneficiaries and the wide public.



### **Relationship with the Government, Private Sectors, and the Donors**

1. IDRAP is welcome to make relationship and cooperation with the government, private sectors, donors, and other international agencies in order to realize its vision and mission.
2. In developing relationship and cooperation with those other parties, IDRAP adheres to the principles of equality, transparency, partnership, mutual respect, and professionalism.

### **Relationship with other NGOs**

1. IDRAP is aware on the diversity of NGOs, therefore IDRAP recognizes existence of other NGOs having a clear commitment, caring, programs and activities for the community.
2. In empowering communities, IDRAP develops solidarity and cooperation amongst NGOs on the basic idea that the NGOs are all partners.
3. In serving community, IDRAP welcomes cooperation in developing professionalism standards on the basis of dedication and honesty.
4. IDRAP shall cooperate with other NGOs in the promotion democracy, protection of human rights, and preservation of environment and natural resources.

### **Personnel and Staff Development**

1. IDRAP is a medium for self-development both individually and collectively.
2. IDRAP develops a participatory and democratic management.
3. IDRAP promotes transparency and accountability of the management and the executives to its staffs and employees.
4. IDRAP ensures access to information for decision making in all levels of management.
5. IDRAP develops the principles of fair compensation and always tries to improve the welfare and rights of its staffs and employees.