



CODE OF CONDUCT POLICY

APPLICABILITY	:	(See Scope)
VERSION	:	(April 2024)
WILL BE AUTHORISED BY	:	(BOARD)
SCHEDULED REVIEW DATE	:	(April 2027)



CULTURAL PRINCIPLES & PRACTICES

Vision Rescue organizational culture is a system of shared assumptions, values and beliefs that governs how people behave in Vision Rescue. Vision Rescue believes in a positive culture helping employees learn and grow in their jobs, careers and personal life

We expect each of our employees to know, respect and follow our :

CULTURAL PRINCIPLES

- | | |
|-----------------------------|--|
| Ownership | > To own Organization Vision as its own |
| Love In Action | > Proactively showing love in everything that we do |
| Progressive Thinking | > Which will set a standard for organization to climb ahead by bringing Progressive thinking |
| People Centric | > People to be considered always on priority basis |
| Reliable | > To show Reliability towards others |
| Joy | > Showing Joy in every work areas |

Cultural Killers in Organisations

Being a social organisation we strongly defend Organizations Culture and following are the Culture Killers which can destroys organisations Culture and are very firm we will not be allowing such following Cultural Killer in Organisations

Bossiness	Groupism	Silo Thinking	Lack of Leadership
Position Over Relationship	Culture Language	"Me" over "Team"	Employee Mentality not giving 100 %



Cultural Practices in the Organization

EXCELMODEL

E – Engage | Meeting & Greeting

Follow Rituals – Greeting with Smile, Eye Contact, Handshakes, etc. – *Non-negotiable*

Modelled Genuinely by Leader. Every Leader morning walking around & doing Rituals

Staff Meetings – Leaders standing at door and greetings people

X – Xplore | Good Things

Knowing people in positive way – Praise reports (not Prayer requests)

Quick Activity – Mingle-Mingle | Buddy Pairs & Questions | Increases Relational Capacity

C – Communicate |Affirmations& Celebrations

Follow Models to improve on - Body language (55%) | Tone of voice (38%) | Words (7%)

Affirmations – Increases Security in People/Teams

Build Systems for flow of Affirmations – For Ex: - Between Buddies| Hand Written posts | Acronyms| Masala Chair

(Affirmations are needed when the person is not most deserved. So need to ensure that the team is affirmed at all times.)



E – Empower | Social Contracts

Social Contracts are purely based out on **Behaviours**

Start Social Contracts with **different levels of Team, Leadership**

Bring Specific situations while drafting Social Contracts.

Challenge is following **Social Contract EVERYDAY**

It has to be made part of “**On boarding Process**” for **every new recruit**.

If someone breaks Social Contracts – **One-on-One** with leader, **3rd party Counselling, Memo, Termination**

L– Launch

Capture Learning’s | It will determine how next meeting will start

3 x Essential parts of Launch - Quick Review | Review of End Commitments (Action List – Who-what-when) | Meaningful send-off (Bible verse, stories, standardised vision statement, etc)

Time Keeper to track the progress of EXCEL meetings.

Social Contract Rater to track how we did in EXCEL meetings and see how we can better each time.



SCOPE:

- All Vision Rescue Board Members and Trustees, Staff, Contract Workers, Consultants, Interns
- All Vision Rescue Guests and Visitors including past, present, and prospective Donors and Donor Organizations, Partner Organizations and Vendors,
- All Vision Rescue Volunteers, paid and unpaid, including but not limited to Interns and Community Champions.

1) INDEPENDENCE AND IMPARTIALITY

- You must seek to **protect the best interests of VISION RESCUE its employees, beneficiaries, donors and volunteers.**
- You must **act with complete loyalty to VISION RESCUE**, and **not seek or take instructions from any other entity or person from outside of Vision Rescue.**
- Staff members **shall not use their office or knowledge gained from their official functions for private gain, financial or otherwise, or for the private gain of any third party, including family, friends and those they favour.**

2) HONESTY AND PROFESSIONALISM

- VISION RESCUE staff must uphold and promote the highest standards of ethical and professional conduct, and **carry out their duties with honesty, integrity and professionalism.**
- Be a model of the behaviour you want to see in others in the workplace and community

3) FAMILY AND PERSONAL RELATIONSHIPS

- Family ties or personal relationships may affect (or appear to affect) your impartiality and job performance.
- You must avoid situations where working or doing business with a friend or family member could appear to cloud your professional judgment. All applicants for a



VISION RESCUE position must disclose whether they are related to any VISION RESCUE staff member or contractor.

- While the spouses/family of VISION RESCUE staff may be hired, the serving VISION RESCUE spouse cannot participate in the recruitment process. **Spouses cannot work in the same unit or line of authority, and there can be no supervisory relationship between them.**
- You must not engage in such a relationship with a subordinate/ or someone in your reporting line or where it makes it difficult to maintain your professionalism and objectivity.
- Such relationships may lead to accusations of favouritism or sexual harassment. It may be prudent to discuss any concerns with your manager and HR Manager in order to avoid a situation where a conflict of interest could arise or be inferred.

4) GIFTS, AWARDS AND PAYMENTS

- Gifts, awards, entertainment, hospitality and so on, are sensitive ethical issues at the Vision Rescue.
- **Receiving gifts or benefits in connection with your work can appear to create an obligation to the giver that can damage VISION RESCUE's reputation** by calling into question your independence, impartiality, and integrity.
- Giving gifts, entertainment etc. can also lead to negative inferences of seeking some undue benefit. VISION RESCUE has specific guidelines and procedures

5) OUTSIDE EMPLOYMENT & EXTERNAL ACTIVITIES

- While working for VISION RESCUE, you are expected to devote your full time and attention to your VISION RESCUE duties and responsibilities.
- **You cannot undertake any outside work or activities that may interfere with your ability to carry out your role at VISION RESCUE**, either in terms of time and energy or by being incompatible (or perceived as incompatible) with your status as a VISION RESCUE staff member.
- VISION RESCUE does, however, generally support and approve activities that contribute to professional development and further the Organization's mission



6) POLITICAL ACTIVITY

- VISION RESCUE supports your right to vote and encourages you to do so. We would never expect you compromise your political or religious convictions.
- You are also permitted to belong to a political party provided that such membership does not entail action, or an obligation to take action, inconsistent with, (or that would reflect adversely upon), i. the independence and impartiality required by your status (e.g., racist parties, or groups that advocate violence)
- You may not publicly criticize governments, or run for or hold political office at any level while working for VISION RESCUE.

7) PROTECTING VISION RESCUE RESOURCES

- While working for VISION RESCUE you have access to numerous VISION RESCUE assets and resources (e.g., monetary funds, computer systems, telephones, supplies, vehicles etc.).
- **You are responsible for their appropriate use and protection, which means you are expected to use VISION RESCUE property and resources wisely and for the benefit of VISION RESCUE and the community we serve, and to prevent waste or misuse.**

8) PHYSICAL ASSETS

- The property and assets of the organization are intended only for official VISION RESCUE purposes.
- **You are responsible for the professional use and reasonable care of the items assigned to you for your work such as computers, mobile phones, and vehicles.**
- You **should not use office supplies** or other VISION RESCUE materials **for personal purposes – even if the item seems small.**



9) TIME – YOURS AND OF OTHERS

- VISION RESCUE's people are its greatest asset.
- You are expected to **manage your time efficiently**, and apply yourself to your duties with **maximum productivity and competence**, in order to best contribute to the effectiveness of the Organization.
- If you are a manager, **do not ask, require or permit subordinates or co-workers to spend working hours on non-Organization tasks**; also as a manager, **do not abuse your authority, or your colleagues' good will, by asking that they perform personal tasks for you.**

10) OFFICE TECHNOLOGY

- VISION RESCUE telephones (including mobile phones), computers, e-mail, Internet, and other technologies **are intended for official business purposes.**
- VISION RESCUE has **the right to monitor and review all information** contained in these systems. As such, please be aware that there **is no right of privacy when using** VISION RESCUE systems and equipment.
- You are permitted to use Organization technology, such as e-mail, phones and printers, for limited personal purposes. While that privilege may be withdrawn by the Organization if abused, generally, if your use does not infringe upon your work hours to any significant degree, does not violate policy and does not interfere with the operations or the values of the Organization, it is acceptable.
- Any improper use (e.g., sending harassing, insulting, or illegal email, streaming or downloading movies using the VISION RESCUE internet connection) is prohibited. Abuse or over-use will not be permitted
- **You must help maintain the security** of VISION RESCUE's **technology and systems, as well as its records and other information.**
- **Do not access systems to which you are not authorized**, or help anyone else to do so.
- **Use your password to access your computer** (never sign on as someone else), and **do not share your password or leave it visible to others.**



- To protect VISION RESCUE information from inadvertent disclosure, **lock your computer even if you leave it for only a few minutes** (just press Control + Alt + Delete at the same time).
- **Do not “borrow” a colleague’s password, credentials** etc., and do not loan anyone yours.
- **You are also prohibited from** using the VISION RESCUE’s IT resources to access, **send, copy or forward any material that is harassing, offensive, sexually oriented, illegal or defamatory**, e.g., no viewing pornography, no e-mailing inappropriate jokes.

11) **DATA AND RECORDS**

- VISION RESCUE maintains many business **and financial records in a variety of formats, including paper, digital, and other.**
- You must cooperate in **accurate recordkeeping of data of the Organization.**
- **Do not damage, delete, alter, conceal or create false or misleading data, documents, or other records of the Organization.**
- While **exiting the organization you are requested to handover all documents and data as requested by superior failing which your full & final settlement will be withheld** till such time you do not complete the handover process

12) **CONFIDENTIAL INFORMATION**

- Despite transparency initiatives, there is much information at VISION RESCUE that must remain confidential, including **case investigation files, personal details of children, family, community, colleagues, medical records, third party vendors, and proprietary information such as intellectual property**, and more.
- **Do not carry any official documents home or outside of the office, if you have to carry the same it must be allowed with the permission of the manager.**
- **Do not disclose VISION RESCUE confidential or proprietary information (that has not been made public) to anyone outside of VISION RESCUE**, or inside



13) FRAUD

VISION RESCUE takes a very **strong stance to prevent fraud and corruption** within VISION RESCUE.

Fraud and corruption in any form is unacceptable in VISION RESCUE.

This is broadly applied and **includes bribery, bid-rigging, kickbacks, reciprocity, theft, embezzlement, forgery, making false statements** (including submission of false medical claims), **and corrupt practices**. Fraud is any **act of omission** whereby an individual or entity knowingly misrepresents or **conceals** a material fact in order to obtain an **undue benefit or advantage or avoid an obligation** for himself, herself, itself or a third party.

14) DIGITAL MEDIA, PUBLICATIONS AND PUBLIC SPEAKING

VISION RESCUE uses both traditional and digital media, such as **Facebook, Twitter, Instagram, blogs and web pages** as critical tools to inform the public about, and engage interest in, our work.

If speaking to the media, posting on social media or publishing (digitally or otherwise) is part of your official VISION RESCUE duties, **you must not advance your personal point of view or support a position on a matter that is not supported by the Organization.**

Retweeting a VISION RESCUE tweet is acceptable, but embellishing it is not. If you are not speaking on behalf of the Organization, before considering speaking to the press, issuing statements, taking part in media productions, or submitting books, articles or other material for publication or electronic dissemination related to the work of VISION RESCUE, you must seek and obtain prior approval by the Organization via the vetting and approval process.

When using **social media for personal purposes, it is advisable to add a disclaimer in your social media profile that your views are personal and do not necessarily reflect the endorsement of your employer.**

Remember, too, that whatever you say can be found online either at that moment or when searched later. It can also be forwarded, re-tweeted or re-posted; though you may attempt to delete a post, internet caches retain permanent copies of posts, including any photos and videos.

Use care, discretion and good judgment when posting and leaving comments on social media sites.

Do not use the VISION RESCUE logo or indicate an official connection with VISION RESCUE so as to avoid confusion.



Avoid political or other controversial or offensive statements, or criticisms of any government, and remember that your statements should reflect your independence, impartiality and loyalty to Vision Rescue; our obligation to remain impartial transcends contract status.

Be careful not to publish VISION RESCUE confidential or proprietary information. Do not publish anything that you would not want to see reported in the news, and certainly nothing that can serve to harm the Organization's reputation.

Use good judgment and professional discretion; do not engage in any social media activities that can serve to embarrass you, your co-workers or VISION RESCUE.

15) INTELLECTUAL PROPERTY

During the course of your VISION RESCUE work, you may generate programs, documents, curriculum, reports, data, communications, presentations or other work products.

The intellectual property of work you develop in the course of your official functions including title, copyright, trade mark and patent rights, belongs to VISION RESCUE.

Similarly, you may develop or purchase software solutions for VISION RESCUE. Remember to protect all such intellectual property as any other highly valuable asset of the Organization. You may not copy software licensed to, or developed for, VISION RESCUE for your personal use, or even for official use if you do not have the appropriate software license to do so.

We must always ensure the quality and integrity of all our work, but also take care not to infringe on the intellectual property rights of others.

Do not install, copy or download information or programs if you do not have a license to do so, and do not install, copy or download illegally or pirated copies, or otherwise violate licensing agreements or copyright law

16) DEALING WITH THIRD PARTIES – EXTERNAL PARTNERS, DONORS, CONTRACTORS, NGOS AND VENDORS

VISION RESCUE often **engages third parties, including vendors or suppliers, NGOs, partners or private sector organizations.**

We must be certain to conduct due diligence before contracting with any such entity or individual in order to ensure we avoid engaging in business transactions with parties who do



not meet VISION RESCUE's expectations with regard to ethical behaviour and business practices; Take care to consider whether the proposed relationship would create the appearance that VISION RESCUE is not objective or that we are playing favourites:

Are you affiliated somehow with the external party?

Do you have a conflict of interest?

If so, VISION RESCUE can suffer reputational damage. The same goes for entities that offer pro bono contributions or donations.

In order to enter into a potential partnership with an external entity or accept pro bono goods or services, you must use the established template documents that establish the terms of the agreement; deviations from standard templates must be reviewed by the Admin & Legal Dept.

If you require goods or services from outside vendors, contractors or consultants, **you must follow the formal VISION RESCUE procurement process, which generally includes a competitive bidding and approval process.**

All vendors are expected to meet or exceed VISION RESCUE's expectations with regard to ethical behaviour and business practices, and must agree to abide by the VISION RESCUE Supplier process.

17) BEHAVIOR TOWARDS OTHERS – RESPECT AND TOLERANCE

As one of the respected social organizations, we are expected to help set the ethical tone for others to follow.

Our behaviour must be exemplary and a model for others to emulate. As such, we expect you to **demonstrate at all times respect, tolerance and professional behaviour towards your colleagues and others, both within and outside of the Organization.**

Your behaviour reflects directly on VISION RESCUE and impacts our international credibility and reputation. That, in turn, has an effect on the willingness of donors to continue supporting our efforts and how well the Organization will be able to carry out its objectives in the future .

We all come from different backgrounds and cultures – this is what makes VISION RESCUE such an exciting and dynamic place to work.

Demonstrate respect for your colleagues and management, and the public we serve, including those whose languages, religions, cultures and customs differ from your own.



That said, as part of VISION RESCUE, we also have an obligation to protect human rights. While we must respect local culture and abide by local law, where local culture and traditions are in conflict with the human rights recognized by VISION RESCUE or our policies and practices, (e.g., if local culture promotes gender inequality) VISION RESCUE policy must prevail in the workplace.

18) NO SEXUAL EXPLOITATION OR ABUSE

There is often a **great disparity in economic and social power between VISION RESCUE staff and VISION RESCUE beneficiaries or other individuals among the public we serve**.

Sometimes we find the people we serve or with whom we work to be very susceptible, weak or helpless. You have a particular duty of care to protect the vulnerable, especially women and children, in accordance with VISION RESCUE's cultural values.

At all times **we must treat the local population with respect and dignity**. VISION RESCUE has a zero tolerance Policy for the Protection against Sexual Harassment at workplace. You are prohibited from taking advantage or exploiting others for sexual or other illicit purposes, both in the workplace and outside.

Sexual exploitation includes any actual or attempted use or abuse of a position of power or trust for sexual purposes, including but not limited to profiting financially, socially or politically from the sexual exploitation of another.

Sexual abuse includes an actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. Exchange of money, employment, food, goods or services or other preferential treatment for sex, sexual favours or other exploitative behaviour is expressly prohibited.

Mistaken belief of the age of a person is not a defense. Sexual exploitation and abuse represents a catastrophic failure of protection. It brings harm to those whom we are mandated to protect and jeopardizes the reputation of our organizations. You are expected to avoid any behaviour that is, or could be reasonably viewed as, exploitation or abuse.

19) NO HARASSMENT OR ABUSE OF AUTHORITY

VISION RESCUE does not tolerate harassment – sexual or otherwise - or abuse of authority.

We all must work together to maintain a harmonious working environment by behaving in a manner that is free of intimidation, hostility, offence and any form of harassment or abuse.



We expect you to be respectful to your colleagues and treat them fairly.

Workplace harassment including mobbing or bullying, is any improper and unwelcome conduct, including words or actions that can reasonably be expected to cause offense or humiliation to another person, marginalize or exclude a person, or unreasonably disrupt that person's work.

Abuse of authority is the improper use of one's position of influence or power.

VISION RESCUE staff must not abuse their authority or use their power or position in a manner that is offensive, humiliating, embarrassing or intimidating to another person. Nor may they use their power for personal gain; for example, you may not require a VISION RESCUE worker to perform personal tasks for you.

20) NO DISCRIMINATION

VISION RESCUE recognizes the worth and equality of all persons, without discrimination; we promote gender equality, religious tolerance, and fairness in every aspect and ensure a balanced workforce.

you must do so as well.

You must not engage in any unfair differential treatment or arbitrary distinction based on a person's race, ethnicity, creed, social or political background or affiliation, colour, nationality, religion, age, gender, disability, physical attributes, marital status, family size, social origin, class, caste or other similar status, whether it affects one person or a group of persons similarly situated.

21) DRUGS AND ALCOHOL

The misuse and abuse of drugs and alcohol, both legal and illegal, interferes with a safe, healthy and productive work environment and is prohibited.

VISION RESCUE prohibits the use, possession, distribution or sale of illegal drugs by its staff.

Generally, staff are not to conduct VISION RESCUE business while under the influence of illegal drugs or alcohol.

All staff and management are encouraged to engage with HR Dept to addiction problems, and other options that may be available.



22) CONDUCT OUTSIDE OF WORK AND POST-EMPLOYMENT RESTRICTIONS

22.a). OUTSIDE OF WORKING HOURS

In earlier sections of this Code, we have discussed outside activities requiring prior approval, social media and public speaking.

However, it is also critical that you understand your VISION RESCUE obligations do not end at the conclusion of the workday.

How you comport yourself in your private life reflects upon how others view VISION RESCUE.

We expect that all staff will embody VISION RESCUE's values in all that they do and say **both inside and outside of the workplace.**

Although your social activities and interactions outside of work are generally private. Your appropriate behaviour and obligations as an impartial, independent representative of VISION RESCUE transcend your work hours.

You must not act in ways that can bring disrepute to the Organization, compromise its interests, or undermine its position. As noted earlier, you are also expected to obey local laws and honor your private legal commitments.

22.b). POST-EMPLOYMENT RESTRICTIONS

Whether **you resign, retire, or are involuntarily terminated**, your obligations of confidentiality do not cease when your service ends.

You have a perpetual obligation to maintain the confidentiality of proprietary and other non-public information that came to your knowledge through your work at VISION RESCUE.

22.c) DUTY TO COMPLY OBLIGATIONS AT EVERY LEVEL

Leaders are no different than lower level staff; we are all bound by the same ethical standards of the Organization.

Leaders, however, do have a special obligation to embody and promote those standards to their staff and co-workers, embracing role model behaviours and setting the “tone at the top”.

This includes mid-level managers whose day-to-day responsibilities put them in close contact with staff, and close to the delivery of the services we provide.

As such they are critical to the success of the effort to strengthen the ethical culture at VISION RESCUE and embed ethical behaviour in all that we do.



All managers and supervisors are expected to provide advice and guidance, support good conduct, and foster a culture where staff feel free to raise concerns, ask questions and make suggestions without fear of reprisal or retaliation.

Moreover, managers need to be diligent so as not to delegate discretionary authority to individuals who exhibit questionable judgment or who may have a propensity to engage in unethical or illegal activities.

23) REPORTING WRONGDOING AND PROTECTION FROM RETALIATION

23.a). DUTY TO REPORT

If you see something, say something. What does this mean? Management must maintain an open-door, speak up culture, where staff and other staff can approach them with concerns of any sort, without fear that they will be punished for doing so.

If you see, or suspect, that a VISION RESCUE staff member or other staff, or a vendor, supplier, partner, government official, NGO or anyone in community is acting or has acted improperly (or if you receive credible information from someone else that leads you to believe there may be improper activity taking place, such as harassment, fraud or corruption etc.), you have an obligation to report the suspected misconduct without fear of reprisal or retribution.

Speak to your manager or, if you have concerns raising the matter with your manager, speak to COM/Head of Operations. Alternatively, you can contact the HR Dept and Leadership for that purpose; staff who report wrongdoing have the option of remaining anonymous (except in matters alleging workplace harassment or abuse of authority VISION RESCUE because the victim must identify him/herself).

The HR dept cannot be compelled to disclose the matter you discuss, or the fact that you sought its guidance

23.b) PROTECTION FROM RETALIATION

VISION RESCUE actively promotes “whistleblowing”, which means we encourage you to come forward, speak up, speak out and raise good faith concerns of possible misconduct, fraud, corruption, harassment, abuse of authority, discrimination or other wrongdoing.

We support an open environment where such good faith reporting is viewed as a positive action – because you are protecting the best interests of the organization.

Thus, you are encouraged to make good faith reports of wrongdoing without fear of reprisal or retaliation; you cannot be punished for fulfilling your obligation.



Leaders are counselled to support this speak-up, open-door culture where staff feel comfortable bringing their concerns to light.

HR Dept is empowered to protect staff, contractors, interns and community staff from retaliation for good faith reporting of misconduct or for cooperating with duly authorized audits or investigations.

And remember, retaliation is itself misconduct. If you believe that you have been subject to retaliation or a threat of retaliation because you reported misconduct or cooperated with an audit or investigation, contact the HR Dept for confidential advice and guidance.

24.0) BEHAVIOUR AT WORKPLACE – OFFICE & COMMUNITY

24.a) Attendance

Staff are required to come to office/center at stipulated office timings. Biometric attendance is compulsory.

24.b) Office Timing

9.00 am to 5.00 pm Head Office

9.00 am to 9.15 am Prayer & message at head office.

9.00 am to 5.00 pm Community Centre (school starts at 9.00 am)

8.50 am to 9.00 am Prayer & message at Community centre

24.c) Dress code

Formal attire

Head Office- Monday to Thursday

Community Centre- Monday to Friday

Casual attire

Head Office- Friday only

Full Staff- Team Meeting, Training etc

Female staff to adhere to appropriate attire

No wearing caps inside the office premises

Slippers (men) not allowed on formal days

ID card

Compulsory at all times for all staff

Field Jacket

Office Staff- (Applicable when visiting community



Community Centre staff- Compulsory at all times

24.d) Behaviour & Language

Language	Official Language – English/Hindi/Marathi Regional Language is allowed on one-on-one meetings only. If a third person joins the group then the medium of language must shift to any one of the official language.
Mobile Usage	No using cell phone while at workplace especially for Teachers during classes and CW during visits. No taking photos & videos of staff, community interns or beneficiary during working hours and without permission.
Guest / Volunteer	Proper dress code is to be maintained for them at all times. If guest or Volunteer is inappropriately dressed kindly inform the community manager/leadership or HR dept to communicate the same with them. Language and behaviour has to be appropriate especially while visiting communities. No photography is allowed except with approval. All must sign Child Protection Policy before they move into the communities. All staff must treat them with respect, courteous and appropriate behaviour and language. No sexual harassment will be tolerated with guests/volunteers.
Community Interns	Proper dress code is to be maintained for them at all times. Language and behaviour has to be appropriate especially during work .No photography is allowed except with approval. All must sign Child Protection Policy before they are allowed to join the communities. All staff must treat them with respect, courteous and appropriate behaviour and language. Interns also must be informed to maintain respectful, courteous and appropriate behaviour. No sexual harassment will be tolerated with interns by staff and vice versa. Interns are not allowed to



speaking on mobile phone during work time. Background check & documentation must be for all Interns

Community Champions

All Community champions to be reference checked and ensure clean background check resources are to be engaged with Vision Rescue centers. Child Protection Policy form to be filled by all champions. Proper dress code is to be maintained for them at all times. Language and behaviour has to be appropriate especially during Meetings and official functions. No sexual harassment will be tolerated by staff & vice versa.

Third Party Vendors

MOU with Vendors/ Service providers to be in place before engagement. All Vendors & Service providers and their staff reference checked and ensure clean background check are engaged with Vision Rescue centers. Child Protection Policy form to be filled by all champions. Proper dress code is to be maintained for them at all times. Language and behaviour has to be appropriate especially during Meetings and official functions. No sexual harassment will be tolerated by staff and vice versa.
