

1. INTRODUCTION

This policy provides a framework to ensure that Australian Doctors International (ADI) operates under a development philosophy which is consistent with the objectives of the Australian Aid Program and the ACFID Code of Conduct.

2. PURPOSE

ADI understands and will ensure that all aid and development designated funds may be utilised only for activities which contribute towards development outcomes and that such funds will not be used for the purposes of promoting a particular religious adherence or to support a particular party, candidate or organisation affiliated to a political party.

3. SCOPE

This policy applies to all staff and other key groups. 'Staff' refers to full time and part time employees, volunteers, international and national participants in ADI activities and also those engaged in short term contracts such as consultants, researchers, and photographers. 'Other key groups' refers to visitors, staff of partnership agencies, relevant stakeholders and any other individuals or groups who have contact with ADI.

4. EXCLUSIONS

Nil

5. POLICY STATEMENT

ADI does not discriminate on the basis of peoples' religious or political beliefs and works with people from all faiths, political views, and backgrounds. ADI adopts a non-partisan political approach at all times in all aspects of its work. ADI is committed to the development of sustainable health systems and will engage only in activities that strengthen the local and national health system and positive health outcomes in PNG.

6. PRINCIPLES

- ADI undertakes activities in order to reduce poverty and address global injustice issues through its project pre-appraisal process.
- ADI ensures that if a partner does engage in evangelism in other areas of its work, there is a clearly documented separation of development and non-development activities, in line with the standards outlined in the ACFID Code of Conduct.
- ADI ensures that all project activities are contributing to strengthening the local and national health system and positive health outcomes.
- ADI ensures that a non-evangelical and partisan politics clause is written into all Memorandum of Understandings (Partnership Agreement) and formal agreements with partners.
- ADI monitors compliance with the principles outlines above through its monitoring and evaluation processes, including program reporting and visits.
- ADI does not discriminate against prospective and existing staff members and Directors on the basis of religious or political beliefs or affiliations.
- ADI ensures that where a staff, members, volunteer or Director's affiliation with a political party or organisation may affect their work and or create a potential conflict of interest, they understand it is their responsibility to raise this matter promptly with ADI management or with the Board for discussion and decision. This commitment is included in ADI's Codes of Conduct and volunteer protocols.