



## Policy on Freedom of Association

### **GUIDELINES**

### Policy Fact sheet:

Policy Owner:	Human Resource Department
Policy approve:	Global President, Narayan Seva Sansthan
Version:	2.0
Date:	01.04.2024
Scope:	This policy applies to all NSS Sadhak-Sadhika
Confidential	No- for internal use only
Policy status	Revision

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## Policy on Freedom of Association

### **1. Purpose**

This policy aims to uphold and protect the right to freedom of association within the NSS's operations and associated activities, ensuring compliance with applicable laws and best practices.

### **2. Scope**

This policy applies to all individuals associated with the NSS, including staff members, volunteers, beneficiaries, consultants, donors, and others. It covers all workplace settings, fieldwork, community engagements, and partner collaborations.

### **3. Right to Freedom of Association**

The NSS is committed to:

- Recognizing and respecting the right of individuals to freely associate, organize, and join groups of their choice.
- Ensuring that employees and stakeholders can engage in collective bargaining and advocacy without interference.
- Prohibiting any form of discrimination, intimidation, or retaliation against those exercising their right to association.
- Encouraging open dialogue and participation in decision-making processes.

### **4. Responsibilities**

- **All Members:** Respect the rights of individuals to associate freely and report any violations.
- **Management & Leadership:** Implement measures to support freedom of association and ensure compliance.
- **Monitoring & Compliance Team:** Conduct regular evaluations and awareness programs to uphold this right.

### **5. Complaint Mechanism**

- Any concerns regarding the violation of freedom of association must be reported promptly.
- The Monitoring & Compliance Team will investigate complaints and take necessary corrective actions.
- Mechanisms will be in place for reporting and addressing violations.

## 6. Protection Against Retaliation

The NSS strictly prohibits retaliation against individuals who exercise their right to freedom of association or participate in related investigations.

## 7. Training & Awareness

Regular training sessions and awareness programs will be conducted to educate all members on their rights regarding freedom of association.

## 8. Confidentiality

All reports and investigations related to freedom of association concerns will be handled discreetly, with information shared only on a need-to-know basis.

## 9. Consequences of Non-Compliance

Failure to comply with this policy may result in disciplinary actions, including termination and legal consequences.

## 10. Policy Review & Amendments

This policy will be reviewed periodically to ensure effectiveness and compliance with legal requirements.

Prepared By	Checked By	Approved By
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