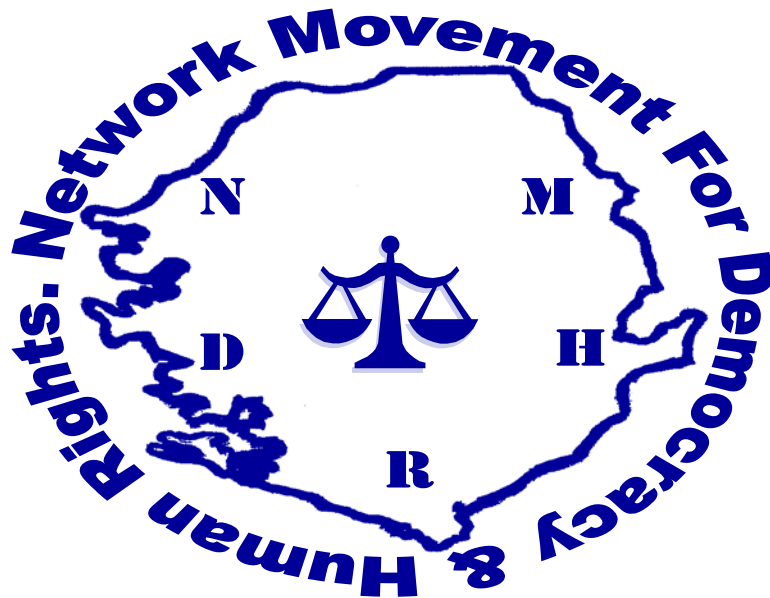


**NETWORK MOVEMENT FOR DEMOCRACY AND
HUMAN RIGHTS (NMDHR)**

STATUE



JUNE 2002

NETWORK MOVEMENT FOR DEMOCRACY AND HUMAN RIGHTS

STATUTE

PREAMBLE

Whereas the word (**Network Movement**) is found shall mean Network Movement for Democracy and Human Rights and whereas the word **NMDHR** is found shall mean Network Movement for Democracy and Human Rights. NMDHR was founded in June 2002 emerging from the aspirations, demands and concerns of community based non-governmental human rights organisations interested in the formation of a network of Non- Governmental Human Rights organisations that will be geared towards addressing human rights abuses and violations and activities at community, regional and district level throughout Sierra Leone,

Whereas the Network Movement for Democracy and Human Rights is aware of the growing concerns of the citizenry of the high rate of human rights violations, the erosion of the rule of law, bad governance, endemic corruption and gender discrimination emanating from the eleven year brutal war is committed to the mobilization of greater resources to change the human rights situation in Sierra Leone and the governance system in the country through Networking and collaborative partnership with civil society and CBOs,

Whereas the Network seeks the promotion and protection, documentation and reporting of human rights through advocacy, education and mediation among network members and promoting and strengthening international justice mechanisms in post war Sierra Leone,

Whereas NMDHR is in the move to achieve its overall aims and objective seek to engage state and non-state actors in nation building by using resource within it reach and disposal.

Whereas NMDHR operates as an independent non-profit, non-political and non-governmental network human rights organisation with the sole mandate to collaborate network or officiate with national and international community based organisation working in the same direction as NMDHR.

Therefore solemnly declared here that:

That we the network members of NMDHR be so guided by the provision of this statute as outlined below:

ARTICLE ONE: NAME

That the name of the organization shall be called as the “**Network Movement for Democracy and Human Rights**” starting June 2002 and the head office shall be at 14 Earl Street (off Mends Street) Freetown, Sierra Leone.

ARTICLE TWO: AIMS & OBJECTIVES

That the aims and objectives of the Network Movement for Democracy and Human Rights (**NMDHR**) shall be as follows:

1. The Promotion and Protection of Human Rights and promoting political tolerance among political parties.
2. Research and Information dissemination on Human Rights, democracy and the rule of Law.
3. Monitoring the electoral process in Sierra Leone
4. Work in consultation with the government on the improvement of the Economic Social and Cultural Rights of the marginalized and less privilege in the rural communities of Sierra Leone especially children and women.
5. Work with police, the prisons and the court to improve on the juvenile justice system and violence against women in Sierra Leone.
6. Enhancing the capacity of network partners in the rural and urban communities of Sierra Leone.
7. To produce an annual report on human rights abuses and violations in Sierra Leone.
8. Strengthen international justices’ mechanisms and the promotion of the work of the International Criminal Court ICC in Sierra Leone.

ARTICLE THREE: MISSION STATEMENT

The Mission Statement of **NMDHR** is to include the role of civil society and our network partners, government and traditional leaders for effective and participatory leadership, which will help transform the democratic, human rights, peace building and conflict resolution for sustainable development in Sierra Leone.

ARTICLE FOUR: VISION STATEMENT

NMDHR is committed to positioning itself, as the unquestionably pre-eminent national NGO for us on resemble information, dissemination and community education on human trafficking throughout Sierra Leone. Also **NMDHR** is committed to the promotion and protecting of human rights, democratic and good governance.

ARTICLE FIVE: PHILOSOPHY STATEMENT

“Develop and maintain a dedicated and participatory workspace that will accomplish our mission. Involve Network partners and our donor partners at all levels in matters that relate to their needs, the needs of **NMDHR** and **NMDHR** staff. Promote cooperation and teamwork among network partners. Recognize and respect the dignity of the individual in accordance with Article 1 of the Universal Declaration of Human Rights (**UDHR**).

ARTICLE SIX: OPERATION MERCHANISM

The following shall be the operation mechanism of NMDHR

1. The Advisory Board
2. National Co-ordinator
3. The Programme Manager
4. The Administrative and Finance Officer
5. The Auxiliary staff.

SECTION 1: Advisory Board

There shall be an Advisory Board comprising of Sierra Leoneans and non Sierra Leoneans of good reputation and high moral standards. The Advisory Board shall be tasked with the following outlined responsibilities.

- a) Serve as referees to the Network Movement for Democracy and Human Rights.
- b) Advise on important and critical issues burdening the Network as well as critical Human Rights and democratic issues boarding NMDHR and the nation.
- c) Review annual report of the organization and give necessary comments and inputs on the annual report of the organization.
- d) The board meets two times each year with the executive body of the network to discuss on threats challenges that the network faces each year. Board meeting shall commence at the ending, middle or the ending of each year.
- e) The case of emergency the National Coordinator can summon the Board for an emergency meeting to seek their advice.

- f) The National Coordinator meets with the Board Chairperson to inform him or her about the growth of the organization.
- g) Settle disputes among executive members.

SECTION II: THE NATIONAL COORDINATOR.

The following shall be the function of the National Coordinator

- 1) He/she shall be the Administrative head of the organization
- 2) He/she shall be principle signatory to the Network bank accounts.
- 3) Meet with the Advisory Board Chairperson three times each year to inform him/her on difficult challenges the network is facing.
- 4) Attend national and international conferences on behalf of the organization and also interface with national and international non-governmental organizations on behalf of the network.
- 5) He/She makes official statement on behalf of Network Movement for Democracy and Human rights. He/She appoints other officials to serve in the same capacity.
- 6) He/She shall be responsible for all correspondents to and by the Network Movement for Democracy and Human Rights, and keep records of all Networks.
- 7) The National Coordinator shall prepare and submit to the advisory board and network partners an annual report on the activities carried out by the network.
- 8) He/She has the right to hire and fire staff in consultation with the Programme manager and Administrative Secretary.
- 9) He/She shall receive salary and allowance monthly.

SECTION III: THE PROGRAMME MANAGER

He/She shall be responsible for the following:

- 1. A signatory to NMDHR bank accounts
- 2. Network with all collaborative partners at regional district and chiefdom level.
- 3. Hold regular meetings with Network partners at regional, district and chiefdom level. Report to the National Coordinator of challenges network members are facing with their human rights work.
- 4. Attend national and international conferences on behalf of the organization and report to

the National Coordinator and network members on outcome of said meetings/conferences

5. Assist the National Coordinator in the day-to-day administration of the activities of the Network Movement for Democracy and Human rights.
6. Take the place of the National Coordinator in case if emergency travel, sickness or what So ever case may be.
7. Consult with the National Coordinator on critical matters of network members before making any decision.
8. The Program Manager shall be the custodian of NMDHR's asset.
9. He/She shall receive salary and allowance monthly.

SECTION IV: THE ADMINISTRATIVE AND FINANCE OFFICER

He/She shall be responsible for the following:

- 1) Receive and respond to all NMDHR correspondence with the consent and approve of the National Coordinator of the Program Manager.
- 2) He/She shall keep tract of all NMDHR accounts and of all financial undertakings and other transactions.
- 3) He/She shall be signatory to the NMDHR account(s).
- 4) He/She have the right to monitor the daily expenditure of the National Coordinator and the Programme Manager and shall have power to make necessary recommendations to the Network partners when requested to do so.
- 5) He/She shall be responsible for preparing the finance report of NMDHR and shall submit such to the National Coordinator for the attention of the network partners and the advisory board members.
- 6) He/She shall receive money for disposition into the bank accounts of NMDHR
- 7) He/She may be a member of the fund raising committee of NMDHR and shall perform other administrative duties if so requested by the National Coordinator.
- 8) Shall receive salary and allowance monthly.

SECTION FIVE: STANDING COMMITTEES OF NMDHR

The following shall be the standing committees of NMDHR.

- a) Legal Aid & Human Rights monitoring units
- b) Advocacy unit and Gender unit
- c) Research,publication and documentation unit
- d) Personnel and Administrative unit

- e) Information communication and fund raising unit
 - f) Account unit
- (A) The Legal Aid and Human Rights Monitoring Units. This unit has sections, which deals with the provision of legal aid and human rights monitoring.

I. Legal Aid

NMDHR believes that legal aid to an individual is a fundamental right. This view is supported by the constitution of Sierra Leone, which underscores entitlement of all people to equality and protection before the law. Equally underscored are the right to a fair hearing and the right to appeal or other remedies against any decision of the court or any other tribunal. It is on the basis of the above cardinal principles that NMDHR has decided to provide legal aid to the indigent.

The legal aid unit shall:

- comprise of two lawyers from network partners
- legal counseling
- record information to identify strategic litigation cases
- Provide court representation in public interest cases
- Draft legal documents
- Prepare self help kits on legal and court procedures.
- Coach clients to represent their cases in
- Empower clients with necessary court and legal knowledge
- Account to the program Manager.

II. HUMAN RIGHT MONITORING UNIT

- this unit shall comprise of 12 human rights monitors in each of the 12 district of sierra Leone.
- Conduct training sessions to monitors and coordinators on human rights reporting and documentation
- Follow up on human right abuses reported
- Prepare/conduct press releases and conferences for the media.
- Organize annual human rights conferences
- Publish a human rights report annually
- Distribute the findings report to the like minded organizations and government
- Account to the Program Manager.

III THE ADVOCACY AND GENDER UNIT

The Advocacy and Gender unit shall comprise of 3 network partner member and shall engage in the following:

- Target decision makers in the country. The aim is to get them to appreciate the need for implementation change in the law and policy making in order to include democracy gender and good governance in the country.
- Close links with other program of NMDHR namely legal aid, human rights monitoring and research from which it gets subjects issues of lobbying and advocacy..
- Shall comprise of 3 or more network member
- To strengthen administration of research services of NMDHR. This will entail having a full time researcher and research policy and gender.
- To assess areas of demand for research. This will be through information from the media, and legal aid unit of NMDHR.
- To undertake comprehensive research on identified areas.
- To establish effective systems of documentation for NMDHR and dissemination of interaction received through research or otherwise. This includes establishing and operating a website of NMDHR and a library/documentation centre on legal and human rights.
- To lobby with policy makers such as members of Parliament to include into the laws of Sierra Leone gender discrimination and gender equality, and to also domesticate the CEDAW and help prevent violence against women.
- Account to the Program Manager.

SECTION SIX: THE NATIONAL SECRETARIAT

- (i) NMDHR National Secretariat shall be the administrative project and program coordinating body of NMDHR. Also shall be the sole body responsible for the day to day running of the affairs of NMDHR.
- (ii) It shall comprise of the following personnel:
 - a) The National coordinator
 - b) The Program Manager
 - c) The Administrative/Finance Officer
 - d) An Auxiliary staff
- iii. NMDHR personnel shall be increase from time to time as conditions/situations demands.

ARTICLE SEVEN MEMBERSHIP

SECTION 1. ELIGIBILITY

- (i) NMDHR membership shall be open to all local independent human rights non governmental and non profit organizations,

- (ii) Organizations wishing to become Network Partners need to fill the descriptive profile of NMDHR
- (iii) Membership is free of cost means no fees to become a network member.

SECTION II: LOSS OF MEMBERSHIP

- (i) Any member organization which shall be involve into political activities such as campaigning for an existing political party in Sierra Leone or abroad shall loss it membership with NMDHR.
- (ii) Any member organization that defaults in any way the set criteria in NMDHR descriptive profile shall loose it membership.
- (ii) Any member organization which fails to attend NMDHR general meetings for four consecutive periods without any tangible reason or explanation shall have its membership reviewed by the National Coordinator, provided that before such review the National Coordinator shall have notified the defaulting member organization about the non-attendance at general meetings of its representative. If the defaulting organizations in any way refuse its representative within two months before the review, the review could be stayed except where circumstances demand or warrant otherwise.
- (iv) Any member or individual in authority of NMDHR found involved in financial misappropriation beyond all reasonable proof, shall have its membership reviewed by the advisory board for action.

ARTICLE EIGHT: MISCELLANEOUS PROVISIONS

SECTION 1 BANK ACCOUNT

The Network Movement for Democracy and Human Rights shall operate its bank account(s) at a reputable bank(s) in Sierra Leone and any two of the three personalities shall be signatories to the account at a time. The National Coordinator shall be the principle (A) signatory to all bank accounts of NMDHR.

- (a) The National coordinator
- b) The Program Manager
- c) The Administrative/Finance Officer

SECTION II: STAFF CONDITIONS OF SERVICES

The Network Movement for Democracy and Human Rights shall develop staff conditions of services, and it shall reflect the status of all staff member employed by organization.

SECTION III : FUNDING

The Network Movement for Democracy and Human Rights through the activities of the advisory board, standing committee, and the national secretariat, shall access funds by the following means:

- (a) Projects writing for funding to donor agencies
- (b) Donations sub-contracts, gifts from well-wishers and affiliated member organization within and outside Sierra Leone.
- © Organizing fund raising activities
- (d) Any other lawful activity that may bring needed funds to the organization.

SECTION IV: MEETINGS

- (i) There shall be a bi-annual meeting/conference of all network partners
- (ii) The Advisory Board shall be meeting twice each year except an emergency occur as started in Article three (3) that the National Coordinator will call the advisory board to an emergency situation. Otherwise the board only meets two times each year.
- (iii) Network members at regional district and chiefdom level meet every forth night such meetings.

SECTION V: REGIONAL NETWORKS

The Network Movement for Democracy and Human Rights shall establish and operate regional officer throughout Sierra Leone for strengthening the capacity of the region partners. An adhoc committee shall be set for this with a maximum number of 3 members assisted by the National Secretariat to help carryout their work.

SECTION VI: AMENDMENT

This status shall only be amended by two-thirds majority of the entire network membership present in National Network Human Right conference specifically called for that purpose.