



OLSIA Human Rights Policy

Organization of literacy support for independent Afghanistan

2025

OLSIA HUMAN RIGHTS POLICY

Contents

Board Approval	3
Background of the Organization	4
Our Vision:	4
Our Mission:	4
Goal	4
Humanitarian Principles:.....	4
1. Policy Statement	5
2. Purpose	5
3. Scope	5
4. Application	6
5. Principles.....	6
4.2. Compliance	6
4.2.1. Due diligence	6
4.3. Reporting & Investigation	7
4.4. Monitoring and review	7

OLSIA HUMAN RIGHTS POLICY

Board Approval

The board of director of OLSIA, by resolution duly adopted by unanimous vote at a meeting duly called and held and not subsequently rescinded or modified in any way, has duly determined that this policy is workable and fair to and in the best interests of OLSIA, the board, approve this policy, recommended for use and directed that the amendment be submitted for consideration by OLSIA board members and ED at the OLSIA board meeting.

Each member of the board agrees to perform such further acts and execute such further documents as are necessary to effectuate the purposes hereof. This policy manual shall be understood and enforce in accordance with and governed by the laws of the government of Afghanistan.

The OLSIA Board Approval constitutes approval of this policy manual undersigned.

Abdul Qaum Almas

Signature

Fazal Rabani

Signature

Abdul Jabar Ameri

Signature

Farhad Naderi

Signature

Haroon Ahmadi

Signature



OLSIA HUMAN RIGHTS POLICY

Background of the Organization

The Organization of Literacy Support for Independent Afghanistan (OLSIA) was founded in 2024 with the conviction that education is the cornerstone of lasting peace, economic stability, and social inclusion in Afghanistan. Grounded in the belief that every person—regardless of age, gender or circumstance—deserves the opportunity to learn and grow, OLSIA is committed to building a brighter future for Afghan communities.

From its inception, OLSIA has positioned education as “first and for all,” directing its efforts toward increasing access to literacy, computer skills, vocational training and the English language. By mobilizing educated Afghan youth and partnering with local communities, OLSIA strives to overcome barriers that have long limited opportunities, especially among women and underserved populations.

Operating across multiple provinces, OLSIA implements projects that combine classroom learning with practical skill-building: establishing computer learning centers, delivering soft-skills training, and facilitating vocational pathways. These initiatives are designed not only to educate but to empower learners to participate meaningfully in the economy and society.

OLSIA’s vision is of a united and prosperous Afghanistan where development opportunities are accessible to all, thereby fostering social inclusion and stability. Its mission centers on building a collective movement of educated Afghan youth who champion education for all ages and all genders—with no discrimination. The ultimate goal is to enhance livelihoods, create economic opportunities, and contribute to the country’s long-term development.

Through transparent governance, community-centered design and partnerships that link education with employment, OLSIA seeks to ensure that every Afghan has a chance to unlock their potential. We believe that when people lead their own learning and development, the benefits ripple outward—strengthening families, communities and the nation.

Our Vision:

A united and prosperous Afghanistan where education and development opportunities are accessible to all, fostering social inclusion and stability.

Our Mission:

We aim to build a collective movement of educated Afghan youths to support education above all, education for all ages and all genders without any discrimination of any kind.

Goal

To improve access to education, vocational skills, and economic opportunities, enhancing the livelihoods of Afghan communities and contributing to the country’s long-term development.

Humanitarian Principles:

OLSIA is committed to the principles that are central to establishing and maintaining the provision of humanitarian response to the affected people in natural disasters and complex emergency situations
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OLSIA HUMAN RIGHTS POLICY

and/or implementation of human development interventions. The main humanitarian principles defined by UN have been adopted by OLSIA. The four core principles are:

- Humanity
- Neutrality
- Impartiality and,
- Independence

1. Policy Statement

At Committed to Good (“OLSIA”, “we”, “the organization”) we strongly believe that respect for all internationally recognized human rights is fundamental to the sustainability of OLSIA operations and we have a zero-tolerance approach to any acts that may restrict, violate, or negatively impact on, human rights. This includes (but is not limited to) ensuring that no modern slavery, human trafficking, child exploitation/labour, sexual exploitation, discrimination and any type of harassment occurs in our supply chains or any part of our business.

We are therefore committed not only to respect human rights, but also to actively promote them across the organization and through all our operations. To this end, we will ensure that clear human rights principles are respected by everyone involved in OLSIA’s activities; OLSIA’s commitment to human rights is reinforced by relevant policies, procedures and our Code of Conducts; relevant training is provided to all Personnel, consultants, volunteers and interns; and effective mechanisms are in place to effectively prevent and promptly address and respond to any adverse human rights impacts in which OLSIA is found to be involved.

2. Purpose

This document outlines OLSIA’s human rights framework, which is aligned with all OLSIA governance documents, and shall be read in conjunction with (but not limited to):

- Annual Slavery & Human Trafficking Statement;
- Code of Conduct;
- Supplier Code of Conduct;
- Safeguarding and PSEAH Policy;
- Whistleblowing Procedure; and
- Privacy Policy.

3. Scope

This policy is applicable throughout the whole Organization and all its Personnel (inclusive of senior managers, officers, directors, employees (permanent or temporary), consultants, contractors, trainees, seconded staff, agency staff, volunteers and interns). OLSIA expects all partners and suppliers to ensure similar measures are in place within their organizations, we are happy to work with all relevant stakeholders to manager this across our supply chains.

OLSIA HUMAN RIGHTS POLICY

Where national law and international human rights differ, we shall follow the higher standard; where they are in conflict, we will adhere to national laws, while seeking the best possible way to respect human rights to the greatest extent possible.

4. Application

5. Principles

OLSIA expects human rights to be respected throughout its operations. In line with our core values, at OLSIA we are strongly committed to the following principles:

- Equality and Non-discrimination.
- Elimination of compulsory labour and abolition of child labour.
- Elimination of slavery and human trafficking.
- Fair Pay.
- Prevention of sexual exploitation and abuse and harassment.
- Accountability and the Rule of Law.

4.2. Compliance

In order to ensure there is an understanding throughout OLSIA of the importance of Human Rights all employees are required to sit the following courses as part of the mandatory OLSIA Onboarding Pass:

- Safeguarding Essentials
- Prevention of Sexual Exploitation and Abuse
- Equality, Diversity and Inclusion
- Basic Security in the Field(BSAFE)

All Personnel, consultants, contractors, trainees, seconded staff, agency staff, volunteers and interns are also required to read, acknowledge and agree to the Code of Conduct. To the extent possible, all Suppliers are required to read, acknowledge and agree to the Supplier Code of Conduct. Relevant information is provided on a regular basis to all stakeholders through effective means of communication.

4.2.1. Due diligence

OLSIA will implement human rights due diligence in order to identify, prevent and mitigate human rights risks to people in our business and value chain. To this end, we have in place policies, processes and training, as well as different monitoring systems and reporting mechanisms, to ensure the effective implementation of this policy.

OLSIA HUMAN RIGHTS POLICY

This due diligence is embedded across the company as it follows:

- Rigorous Recruitment Procedures which includes (but not limited to) implementing all necessary checks to ensure everyone employed is 18 and above, and are authorized by law to work in the country in which they are;
- A Supplier Due Diligence Procedure which provides us with information about the supplier to endeavor to determine that they have not been investigated or convicted for any activities related to violations of human rights, and whether their operations align with our human rights principles.
- Risk and Impact Assessment which includes international, national and local standards consultation and stakeholder engagement;
- Preventive Actions which include (but not limited to) the provision of training and relevant information to all staff, consultants and relevant stakeholders in their rights;
- Clear Reporting Mechanisms including a Grievance Procedure, Whistleblowing Procedure and Ethics Hotline, informed and available for all OLSIA personnel and external individuals, to report if human rights have been adversely affected.

4.3. Reporting & Investigation

All stakeholders in OLSIA are reminded through the Code of Conduct and Supplier Code of Conduct and various communications that they have a duty to report, in good faith, any suspected human rights abuses. This can be done by emailing ethics@OLSIA.org.

Further details are contained in OLSIA's Whistleblowing SOP. Any suspected Human Rights Abuses will be investigated by the Ethics Committee who are responsible and accountable for investigating reported unethical behavior and resolving any claims, violations or misconduct.

4.4. Monitoring and review

This policy is to be reviewed annually at a minimum or in the event of any significant change to relevant statute or regulation or internal company working practice. The CEO is responsible for this at Corporate level. Monitoring the policy's adequacy and effectiveness is also the responsibility of the CEO but personnel are encouraged to give feedback in this respect.

This policy does not form part of an employee's contract of employment, or personnel's contract and can be amended at any time.