

	Non-Development Policy and Procedure	
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1.0 INTRODUCTION

The mission of Our Rainbow House is to support this community in the care of their orphans and vulnerable children, with respect for the privacy and culture of the people, as stated in our Values.

Our Rainbow House is a secular organization and does not have any religious or political agenda.

2.0 DEFINITIONS

Employee shall mean any board member, employee, student placement, apprentice, contractor, sub-contractor or volunteer.

Development Activities: The concept of development activities can be distinguished by the following principles:

- Strengths based approaches which encourage people and communities to create solutions for themselves.
- Processes that seek to address the causes of poverty.
- Processes that seek to empower rights holders to claim their rights and ensure that duty bearers exercise their duties.
- Supporting systems and structures which enable people to move out of poverty.

Non-Developmental Activities: Non-Developmental activities are those activities which seek to convert people to a religious or political cause.

- Evangelical activities are those activities that promote a particular religious adherence or are undertaken with the intention of converting individuals or groups from one faith and/or denominational affiliation to another.
- Partisan political activities are those that are associated with facilitating or supporting specific individuals, or political parties, to gain power. This does not include advocacy which is aimed at persuading and influencing decision makers and opinion leaders, and is not aimed at promoting partisan political objectives.

3.0 SCOPE

This policy applies to all board members, members, volunteers, employees, and partners.

4.0 PURPOSE

The purpose of this policy is to clearly define the difference between development activities and non-development activities, and to clearly state the position of Our Rainbow House in this regard.

5.0 POLICY STATEMENT

No religious or political obligations will be placed on anyone participating in Our Rainbow House activities.

No person will be excluded from Our Rainbow House activities on religious or political grounds.

Any partner organization that is affiliated with a religious or political cause will be separately managed and documented.

This separation will be clear in all Our Rainbow House fundraising and other activities, in public communications and in all reporting including financial and annual reports.

6.0 PROCEDURE

Planning:

- Our Rainbow House will appraise all project proposals to ensure that they are compatible with the policy detailed above.
- Communication with new partners will state Our Rainbow House's position regarding religious or political activities.
- Signatory partners will receive a copy of this policy.
- A Memorandum of Understanding will be put in place with all partner organizations to ensure that:
 - ❖ No person is excluded based on their political or religious beliefs.
 - ❖ There is no pressure to convert to a particular religious or political cause.
- Any partner organisation that has a religious or political affiliation will be closely monitored to ensure compliance with this policy.

Fundraising:

- Any fundraising regarding a religious or political partner organization will clearly state how the funds will be used and also offer donors the choice of contributing to Our Rainbow House core development activities.
- Our Rainbow House Inc. is committed to ensuring that funds and other resources designated for the purpose of aid and development are used only for those purposes.

Public Communications

- All public communications including, but not limited to, social media, websites, newsletters, brochures and presentation materials, must be accurate, including photos being accurately captioned, to guard against giving a misleading impression.

7.0 REVIEW

Date of next review: 08/02/2025