

Human Rights Handbook

**For the Grenada Human Rights Organization
G.H.R.O Inc**

**Policies and practices in
Human Rights activism**

(2006)

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Theme: Knowing your rights, in this changing society is your civic responsibility

Re-organizing Human Rights in Grenada

@@@@The Ultimate Challenge@@@@

The Grenada Human Rights Organization Inc has occupied a visible and active presence here in Grenada between the years 1999-2005.

In 2006, the Grenada Human Rights Organization is reorganizing to meet the ultimate challenges of this changing society to facilitate today's realities and opportunities.

Grenada Human Rights Organization Inc represents an activist movement that works impartially to defend persons whose human rights are being abused or violated, as well as to promote human rights education among the citizens.

Grenada Human Rights Organization Inc stands on the motto: **Knowledge is power and the more we know the stronger we are.**

Grenada Human Rights Organization Inc facilitates persons with human rights interests, and is willing to provide coordinated leadership in specific areas of human rights within the organization.

Membership is opened to all Grenadian nationals, at home and abroad, who is 16 years and older.

Agencies through which the policies and practices are manifested

- Students with the Right Attitude (SRA) – Groups within the secondary/primary school system
- Grenada Human Rights Institute (GHRI) – Teaching and training arm of GHRO Inc
- Grenada Citizens Advisory Center (GCAC) – Counseling and Advisory services
- Welfare Society for Human Rights (WSHR) – A financial institution that promotes equality in the distribution of wealth.
- Human Rights Counselling Services (HRCS) – Counseling and remedial services
- Documentation Research and Human Rights Database Center (DRDC) - Profiling

Other Support Systems are:

- Society Support System – services for persons who have served jail sentences
- Complaints Forum or Human Rights Clinics – listens to reported cases of human rights abuse, documents and recommends solutions.

Grenada Human Rights Organization pledges to work towards creating a human rights conscious society through public education utilizing all aspects of the media.

The Grenada Human Rights Organization adheres to all international standards of human rights practices and commits itself to the promoting of positive human rights values, maintaining that respect for human dignity, is the foundation for the rights of all human being.

The Grenada Human Rights Organization is motivated and propelled by the engine of respect, fairness, justice, mercy forgiveness, truth, discipline positive thinking and an open mind.

The Advocacy/Pastoral Approach

- Grenada Human Rights Organization Inc will embark on various human rights awareness activities designed to promote positive human rights values and standards.
- Grenada Human Rights Organization Inc. will offer human rights counselling to persons whose rights are being violated
- Grenada Human Rights Organization Inc will publish monthly bulletins reflecting human rights activities in Grenada. These reports will focus on constitutional and other human rights related issues
- Grenada Human Rights Organization Inc. will hold seminars and workshops aimed at sensitizing membership and the general public on topical and relevant human rights issues.
- Grenada Human Rights Organization Inc will seek to counsel and prepare persons for the Court and related challenges.

The Grenada Human Rights Organization will take an integrated approach within society to promote human rights awareness, thereby seeking membership or affiliation with other local, regional and international human rights organization or agencies.

GHRO Inc in Partnership

GHRO Inc will seek to establish working relationships with a list of local, regional and international organizations

- Grenada Bar Association – GBA – Legal and constitutional issues
- Grenada National Coalition on the Rights of the Child – GNCRC – Rights of children
- Grenada National Council for the Disabled – GNCD – Rights of the physically challenged
- Media Workers Association of Grenada – MWAG – Rights of media workers and freedom of expression
- Inter-Agency for Government & Development Organization – IAGDO – Rights of civil society (people and public)
- Grenada Conference of Churches – GCC – Religious rights
- OAS-Inter American Commission on Human Rights Regional human right and the court system
- United Nations-Human Rights Commission – Policies on human rights
- Amnesty International - Human right issues internationally
- Human Right Watch – Human right issues internationally

The Grenada Human Rights Organization believes that human rights are not political rather they are just and fair. Human rights are social, economic and cultural within any political system or ideology. Human rights are inalienable.

Functional Responsibilities for the Board of Directors

The Board of Directors together has collective responsibilities for the overall guidance and policy directive of the Grenada Human Rights Organization Inc.

Chairman:

- Leads and controls all meetings for the Board and the overall membership of Grenada Human Rights Organization Inc.
- The chairman has a supervisory capacity in the affairs of Grenada Human Rights Organization Inc.
- Give direction and leadership to the organization.

Deputy Chair:

- Is to assist the chairman in his / her functional responsibilities.
- Has responsibility for coordinating advocacy within the Grenada Human Rights Organization Inc.

General Secretary:

- Has responsibility for internal and external connection with GHRO Inc in relation to all official communications to and from the organization
- Is responsible for ensuring all correspondence are adequately and promptly managed.
- Is responsible for developing the human rights agenda of the organization

Financial Comptroller:

- Has responsibility to supervise and account for all financial transactions of the GHRO Inc.
- Is required to keep adequate and accurate records for all financial dealings and programs.
- Has responsibility to coordinate and produce annual budgets and statement

Public Relations Coordinator:

- Is responsible for coordinating all aspects of public education and information through the various aspects of the media.
- Has responsibility for public relations committees within the organization

Chief Executive Coordinator:

- Has responsibility for human rights activism within GHRO Inc
- Is responsible for training and education within general membership and to the general public.
- Has responsibility for coordinating the execution of the human rights agenda of the organization

Membership Affairs Coordinator:

- Has responsibility for maintaining a membership database and coordinates the welfare of the general membership
- Is required to ensure that all members are informed concerning meetings programs and plans at GHRO Inc.

Members of the Board of Directors are required to function for a period of three years, renewable annually, in their selected or elected positions. Members of the Board of Directors will select a Disciplinary Committee based on necessity.

MEMBERSHIP REQUIRMENTS

How can someone become a member of G.H.R.O. Inc?

1. By filling out a membership application form.
2. By satisfying all membership fees
3. By adhering to the membership Code of Ethics and Conduct.

No one requirement constitutes membership; all three must be fulfilled before the issuing Membership Certificate.

Membership Certificates are issued every three (3) years and are renewable annually

Meetings of the Organization:

G.H.R.O. Inc. membership meets on the third (3rd) Thursday of every month.

G.H.R.O. Inc. Board of Directors meets once a month. The date and time of these meetings to be decided by the Chairman or Deputy Chairman

The G H R O Inc Secretariat

A Secretariat will be established to look after the affairs of the organisation. An Office Manager assisted by a Human Rights Activist and Coordinating Secretaries coordinates the functions of the office.

G.H.R.O. Inc. can be reached by Email; ghroinc@lycos.com. P.O.Box 3712, St. George's Grenada.

G.H.R.O. Inc operates a bank account at Republic Bank, formally known as N.C.B.

Membership Application Form Grenada Human Rights Organization Inc

Name : _____

Date of Birth : _____

Address : _____ Email _____

Telephone # : _____

1. How did you know about the Grenada Human Rights Organization Inc?

2. What area(s) of human rights interest do you have?

3. Do you have any working experience or knowledge within any organization?

yes _____ No _____

If yes please list the organization and explain the role you played

4. Why do you want to become a member of the Grenada Human Rights Organization Inc?

5. Have you read the human rights handbook. Ultimate Challenge for the GHRO Inc?

Yes _____ No _____

If yes do you associate yourself with the mission, pledge and commitments of G.H.R.O.?
Explain

6. What kind of contribution are you willing to make to persons whose human rights are being abused and to promote positive human rights values within society?

Please indicate below what kind of membership you are applying for.

- Full membership _____
- Associate membership _____
- Supporter _____

Signature of Applicant

Date

Membership Fees

- Full Membership - \$100.00 Annually
- Associate Membership - \$60.00 Annually
- Supporter - Generously

Membership Certificates are given to members and are signed by the Chairman and the General Secretary of the organization

MEMBERSHIP CODE OF ETHICS AND CONDUCT

All members of Grenada Human Rights Organization Inc. are to treat every other member with respect and discipline, on the basis of equality for human dignity.

Members agree that the articles of the Universal Declaration of Human Rights, (UDHR) which came into effect on December 10th 1948, by the United Nations, form the platform for the practice of membership in Human Rights standard and beliefs.

Members additionally agree that Human Right values are based on positive human rights consciousness and awareness based on the fundamental rights of fairness and tolerance for every human being within the society.

Members support a pro-active approach to human rights education that promotes discipline, trust and practices mercy and forgiveness, in pursuit of creating a human rights conscious society.

Members believe in the authority of the Collective One, thereby appreciating the connections of each human being within the human family. And members support all human rights programs and agendas that promote positive human rights standards and acceptable values designed to defend and protect vulnerable sections of the human family.

As a member of GHRO Inc I am conscious of my positive strengths or energies as well as my human weaknesses or negativities, that, if embraced could create a balance, for self respect and an open mind in respect to discipline, maturity, growth and personal development for human rights services to fellow human beings.

I _____, affix my signature as my material witness and commitment to represent G.H.R.O. Inc. through all its mission and pledges for the practice of human rights awareness and to give of myself for the promotion of positive human rights values within society.

Date: _____

Witness by a G.H.R.O. Inc. Coordinator.