



MEMORANDUM

To: National Associations / Chapter Officials, CISV International's Official Family

From: Joe Banks, Secretary General, for the International Board

Date: 14 September 1990

REF: IMPLEMENTING NEW GUIDELINES ON DISCRIMINATION, SELECTION & BEHAVIOUR

Enclosed are official statements regarding:

- (1) CISV International Guidelines on Discrimination;
- (2) Selection Guidelines For Persons With Programme Responsibility; and,
- (3) Behaviour And Cultural Sensitivity In CISV.

The language (and examples) used in the three guidelines are based somewhat upon past CISV experiences (confidential), concerns repeatedly expressed via programme evaluations and NA statements (alone or via regional motions), and legal requirements. In some cases the language is technical and can not easily be changed - for legal reasons. Examples of behaviour or qualities are provided instead of fixed standards and definitive lists since they will always leave out something critical. Where possible, language / examples from previously approved documents were used.

The language in the discrimination and selection guidelines present some challenges, including:

- (1) Protection of privacy rights of members / applicants / participants - especially regarding past behaviour and / or sexual orientation;
- (2) Realization of CISV goals / rules in countries where "universal" human rights are not observed;
- (3) Distinguishing between custom and law in the local CISV culture;
- (4) Doing everything "reasonable" to protect CISV participants and the organization from persons who "predictably" may harm individuals / CISV / members of the public; and,
- (5) Determining "common sense" application of rules, fears and goals.

The language in the behaviour guidelines present additional challenges, including:

- (1) Being "sensitive" to cultural / moral expectations without destroying the essence of CISV;
- (2) Being "specific" enough to provide assurance to parents / officials and guidance to participants;
- (3) Being "general" enough to protect CISV legally;
- (4) Being "flexible" enough to be universally accepted.

CISV National and Promotional Associations may supplement these guidelines, but they may not contradict the wording or effect of official International Board policy. These guidelines take effect immediately and must be implemented / observed at every level of CISV's operation, both in programmes and administration.

Thank you for your cooperation.

CISV INTERNATIONAL GUIDELINES ON DISCRIMINATION

As an organization committed to the value of each individual, CISV does not practice or tolerate discrimination within its programmes or administration at any level.

In interpreting CISV's guidelines against discrimination vis-à-vis "handicapped" applicants / participants, a "common sense" application of the guideline is expected. This means that local laws / requirements must be observed as well as CISV's expectation that everyone participates fully within all programme activities.

Guidelines to assist in selection / placement of participants for CISV's programmes;

- * The candidate has the intellectual ability appropriate for CISV's programmes;
- * The candidate has the emotional stability to be successfully integrated into CISV group / family activities and to appropriately cope / manage with the "stress" of international travel living;
- * Housing / programme / transportation facilities can successfully accommodate the individual without excessive difficulties (consultation with hosts is required);
- * Appropriately trained CISV Staff / Adult Delegates are available and willing to accept the extra responsibility involved.

In interpreting CISV's policy against discrimination vis-à-vis the "status" of an applicant / member in situations not included in the guidelines noted above, the following guidelines will be observed:

- * If local "customs" limit CISV in a manner contrary to the objects / practice of the organization (e.g. discrimination based on age, gender, race, religion, ethnic background, language etc), protection extended in the UN's International Declaration of Human Rights, the Declaration of the Rights of the Child and other appropriate regional human rights "charters" (including the right to privacy) will be observed in CISV operations irrespective of local custom.
- * In balancing between the rights of the individual to participate fully within CISV's programmes or administration and CISV's obligation to protect the health / safety of youth placed in CISV's care, the "balance" tips in favour of protecting the health / safety of the participants;
- * CISV's observance of an applicant's or member's right to privacy is secondary to the obligation of such applicant / member to truthfully provide information that is "relevant" by law and /or CISV International guidelines when completing the CISV Health Form and applying either for a position of responsibility / trust in a CISV programme or as a CISV youth participant.
- * CISV National and Promotional Associations may supplement these guidelines, but they may not contradict the wording or effect of official International Board policy.