



Objectives Policy

International Justice Mission Australia

SECTION 1. . GOALS AND OBJECTIVES

- 1.1 Our Vision.** Our vision is to rescue millions, protect half a billion and make justice for the poor unstoppable.
- 1.2 Our Mission.** Our mission is to protect the poor from violence by rescuing victims, bringing the criminals to justice, restoring survivors to safety and strength, and helping local law enforcement build a safe future that lasts.
- 1.3 Our Values.** The values that guide all we do are the following:
- (a) **IJM is Christian**
- (i) *We are inspired by Jesus Christ, and aspire to live our lives and perform our work with grateful hearts, humble hearts and servant hearts.*
 - (ii) *We are submitted to the Father, and seek ever-deepening knowledge of the Father, trusting love for the Father, and to be faithful stewards of the gifts He has entrusted to us.*
 - (iii) *We are dependent upon the Holy Spirit, and we choose to be desperately and joyfully prayerful, seeking wisdom and peace through prayer.*
 - (iv) *We are incarnational and in our engagement with the world we suffer with those who suffer.*
 - (v) *We are directed by the Scriptures; we desire to be trained in the Word of God, corrected by the Word of God, and sustained by the Word of God.*
 - (vi) *We are in community with the Body of Christ; we seek to be in communion both locally and globally, worshipping and serving the one true God in humble and respectful fellowship with all those who follow Him. We seek to be those of whom Jesus spoke: “By this shall all men know that you are my disciples, if you love one another.” We seek to bear faithful witness to God’s truth and*

holiness within the Church, while manifesting charity in all things, and seeking the unity of the body of Christ.

- (vii) *We seek to bear the Fruit of the Spirit: Love, Joy, Peace, Patience, Kindness, Goodness, Faithfulness, Gentleness and Self-control.*

(b) IJM is Professional

- (i) *We seek to engender, earn and keep trust. We are committed to integrity. We will make commitments only carefully, and we will keep the commitments we make.*
- (ii) *We value knowledge and expertise.*
- (iii) *We demand accuracy and dependability.*
- (iv) *We invest in excellence.*
- (v) *We evaluate by outcomes.*
- (vi) *We exert extreme effort to achieve outcomes.*
- (vii) *We are disciplined.*
- (viii) *We love to learn.*

(c) IJM is a Bridge Builder

- (i) *We will pursue our work vigorously, boldly, and forcefully, but we will carry ourselves with humility.*
- (ii) *We will seek common ground—for example, with those in the Church who are not yet committed to the mission of justice and with those outside the Church who seek justice, but who do not yet know the author of their passion. Where it advances our mission of serving the victims of injustice, we actively strive to find common ground of cooperative endeavour with all people of good will, including, but not limited to those from a broad range of cultures, religions, social backgrounds, experiences, and passions.*
- (iii) *We value and will invest in building relationships with people – especially with people who are unfamiliar or outside our subculture.*

(iv) *We will be thoughtful in our use of language, using language that will facilitate recognition of common ground and avoiding language that may hinder that recognition. We recognise the power of words both needlessly to alienate as well as strategically to enfold.*

(v) *For all of this we pray for courage, and we honour boldness in each other as we seek to take the Good News of Jesus Christ to unfamiliar frontiers.*

1.4 Our Intended Primary Beneficiaries. The primary beneficiaries of the organisation's services are (i) poor people who have suffered a violent crime or who are under an imminent threat of same (ii) poor people who are vulnerable to violent crime and (iii) the global church. We seek to serve poor people that, due to their low economic, social, and political capital, have no viable means of securing justice through the public justice system. We seek to serve those who have suffered and who are under an imminent threat of suffering a violent crime – both actual victims and their dependents – through individual casework that leads to the outcomes of victim relief, perpetrator accountability, and beneficiary aftercare. We seek to serve those vulnerable to violent crime through justice system reform projects that will enable the public justice system to deter the targeted violent crime, to be more accessible to the poor and to be more responsive to their rights. We seek to serve the global church by providing education regarding the biblical mandate to do justice and affording them an accessible means to take action. In those communities where we do casework and justice system reform, we will teach and engage local churches in a more deliberate manner, in order to utilise them to further our casework and assure the contextual sustainability of our transformational efforts.

1.5 Our Major Functions. As a ministry engaging a dynamic world, we will be flexible and respond to needs and opportunities. Our major functions and relative expense categories shall be: Casework and Justice System Reform, Education and Mobilisation, Fundraising and Administration.

1.6 Our Strategic Objectives. Our four major objectives are:

Fuel the Mission: Secure the resources IJM needs to effectively carry out its mission by mobilizing the body of Christ and people of goodwill to raise revenue, create policy change, and catalyze prayer support.

Support the Mission: Provide the people, systems, processes, and support critical to achieving the mission.

Execute the Mission: Partner with national leaders to transform public justice systems so that they effectively and sustainably protect the poor from violence.

Mainstream the Mission: Create a massive influx of new resources to effectively address issues of impunity in broken criminal justice systems by changing the level of resolve within global government, business, academic and international development institutions.

SECTION 2. COMMITMENT TO HUMAN RIGHTS

- 2.1** IJM Australia is an international development agency that respects, protects and promotes human rights for all, regardless of race, religion, ethnicity, indigeneity, disability, age, displacement, caste, gender, gender identity, sexuality, sexual orientation, poverty, class or socio-economic status.
- 2.2** When responding to humanitarian issues, IJM Australia will apply the principles of humanity, impartiality, independence and neutrality as defined in the Core Humanitarian Standard on Quality and Accountability (CHS). IJM Australia is guided by the CHS. A link to the CHS can be found here: <http://www.corehumanitarianstandard.org/the-standard>
- 2.3** IJM Australia recognises that effective humanitarian responses require collective action. Where appropriate, reasonable and possible, IJM Australia will share information and knowledge with other stakeholders, and participate in joint planning and integrated activities, including national and local authorities, without compromising humanitarian principles.
- 2.4** In determining its humanitarian responses, IJM Australia commits to work with local communities and local organisations wherever possible, recognising that they are the first to respond, better positioned to respond and often last to leave.

SECTION 3. JUSTICE OPERATIONS

- 3.1 Casework.** One of IJM Australia's distinctive is that its casework is focused on rescuing specific victims and seeking prosecution and redemption of oppressors. IJM Australia's casework shall consist of the following components and be evaluated against these distinctives: victim relief, perpetrator accountability, and victim aftercare. Casework provides relief for actual victims, dissects the power and lies of actual oppressors and provides concrete benchmarks. In general, IJM pursues cases where the conduct of the perpetrator is a violation of that country's domestic law.
- 3.2 Justice System Reform.** Justice System Reform is to be directed towards ensuring public justice systems effectively and sustainably protect the poor from injustice.
- 3.3 Aftercare.** Aftercare is an integral part of IJM Australia's mission to seek justice for the oppressed. As such, all IJM Field Offices will have a plan for facilitating aftercare for our clients. It is IJM Australia's strong strategic and operational preference to facilitate

aftercare services through partner entities, both governmental and non-governmental, extending all reasonable effort within budgetary constraints, to identify, develop and resource strategically selected entities in their pursuit of aftercare; and act as the direct service provider only in situations where those services are otherwise unavailable and fall within the scope of the IJM Australia workers' expertise. Provision of direct aftercare services by IJM Australia shall be a temporary measure until capacity within the social service system can be sufficiently built. Aftercare services will be directed at needs created by the victimization rather than needs generally attendant on a client's circumstances.

In cases of commercial sexual exploitation IJM Australia will not work with the police to advocate for rescue operations unless IJM Australia has reasonable assurance that responsible aftercare services have been secured for any removed victims. IJM Australia aftercare staff will endeavour to find the best trauma-informed aftercare locally available that provides (as reasonably possible) safety, shelter, trauma-focused care and access to medical services.

3.4 Establishment of Field Presences. It is the policy of the Board that the organisation will not establish a long-term presence by opening a field office or establishing a long-term formal partnership with an individual or organization domiciled in any country without prior Board approval.

Long-term presence is defined by any of the following:

- (a) The hiring of local staff;
- (b) The entrance into contracts in a country, other than for the purpose of securing local counsel or conducting a feasibility study; and
- (c) The establishment of residence by expatriate personnel.

IJM may not establish such a long-term presence or long-term formal partnership unless it has developed, with advice of competent local counsel, an actionable plan to satisfy applicable local legal requirements related to "doing business" in that jurisdiction and reasonably expects to satisfy those registration requirements within 18 months of the date it requests approval.

3.5 Field Office Registration. When lawful and reasonable under local guidelines, IJM Field Offices shall be organized and registered as branch offices. Exceptions must be approved by the Board of Directors.

It is IJM Australia's intention in setting up a field office to develop, train and resource national staff as the primary human resource by which the mission of the field office is advanced, and to transfer, as soon as practicable and wise, the leadership of the field office to a Field Office Director.

It is IJM's intention in setting up a field office to establish and sustain an operational presence in the country for as long as 1) there is a need to mobilise an effective Christian response to the needs of victims of injustice and abuse in that country, and 2) is practicable and reasonably effective.

- 3.6 Operating Standards.** IJM Australia will conduct its work in compliance with its operating standards.

SECTION 4. CODE OF CONDUCT FOR STAFF

- 4.1** At all times when acting in their capacity as a representative of IJM Australia, IJM Australia staff will:
- (a) Abide by the IJM Australia's Visions, Missions and Objectives, as set out in this policy;
 - (b) Represent IJM Australia in a professional, courteous manner;
 - (c) Abide by IJM Australia and IJM Global's policies; and
 - (d) Meet any other professional standards required of them as part of undertaking their role and duties with IJM Australia, including professional standards affiliated with practising bodies. For example, all Chartered Accountants and lawyers who work for IJM Australia and are practising as such are expected to meet any professional standards set out by their professional bodies.
- 4.2** All IJM Australia staff will be provided with a copy of the Australian Council For International Development's Code of Conduct (**ACFID Code**) and will be expected to have read and understood the ACFID Code.
- 4.3** Where necessary and reasonable, IJM Australia will provide IJM Australia's staff with opportunities to receive training or learning and development events pertaining to the ACFID Code.
- 4.4** IJM Australia will also provide IJM Australia staff with information and training pertaining to their position and area of work for IJM Australia (such as Australian Accounting Standards).

SECTION 5. IJM AUSTRALIA'S ENVIRONMENTAL IMPACT

- 5.1** IJM Australia is committed to minimising its environmental impact both locally and internationally. IJM Australia recognises this is an ongoing obligation it has to stakeholders and the environment.
- 5.2** At a local/office level, IJM Australia is committed to minimising its environmental impact by:

- (a) Recycling;
- (b) Switching off idle equipment, lights and air-conditioning when leaving the office;
- (c) Where applicable, avoiding printing documents and working towards running a "paperless office"; and
- (d) Avoiding unnecessary plastic such as bottled water.

5.3 IJM Australia recognises that each field work trip/set up is different and therefore approaches for minimising its environmental impact will need to be considered on an individual basis. At a minimum, IJM Australia is committed to:

- (a) Ensuring trips are carefully planned to minimise CO2 emissions;
- (b) Using electronic communication technology where appropriate; and
- (c) Engaging with local residents where applicable to assist in minimising the environmental impact of travel.

SECTION 6. NOT FOR PROFIT

6.1 IJM Australia is a not for profit business. The assets and income of IJM Australia shall be applied solely towards the objects of IJM Australia and no portion shall be paid or transferred, directly or indirectly by way of dividend, bonus or otherwise to any Member of IJM Australia.

SECTION 7. DEFINITIONS

7.1 "IJM Australia staff" is a reference to all individuals employed by IJM Australia including full time and part time staff, permanent staff, casual staff, volunteers, secondees and (for the purposes of this policy) Board members.

7.2 "Our", "IJM Australia", "International Justice Mission", "IJM" is a reference to IJM Australia Limited.

POLICY VERSION

| Version | Date |
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| 1 | 10/05/18 |

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| 2 | n/a |
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