

AL-MARSAD's Values

AI-MARSAD surfaced and specified its core values in order to have the resource to develop strong organisational objectives.

Independence

AI-MARSAD strives to being independent of any partisanship, whether it comes from governments, political parties, other non-governmental organisations, funding agencies, or individuals. Therefore, the organization tries to keep its decisions as independent as possible and take them in a way that is consistent with its vision and mission.

Objectivity

Within the process of its documentation of human rights violations and its legal analysis AI-MARSAD endeavours to be objective and base its work on international humanitarian and human rights law.

Professionalism

AI-MARSAD aims to acquire knowledge and experience in the human rights field to be accumulated over time. AI-MARSAD also will strive to be consistent and transparent in its decisions and actions and to fulfil the organisation's commitments to its various stakeholders and constituencies. To do so, AI-MARSAD aims to put in place sound decision support systems and mechanisms (administrative, financial, and programmatic) to ensure a result-oriented and quality-focused approach to its work.

Transparency

AL-MARSAD strives to ensure the accessibility and availability of information related to its financial, administrative and decision-making process to enhance the quality of decision making at all levels. This will foster responsiveness and accountability, both internally within the organisation and externally to its main constituencies and stakeholders.

Teamwork

AI-MARSAD fosters a spirit of cooperation and coordination of individually assigned tasks and responsibilities among its staff, so that they can collectively achieve the shared goals of the organisation and strengthen the sense of staff's identification with and contribution to AI-MARSAD's vision and mission.

Respect For and Promotion of Human Rights

AI-MARSAD strongly believes in the fundamental right of every individual to enjoy the same civil, political, social, economic, and cultural rights to which he or she is entitled to as a human being in order to preserve his or her dignity and humanity. Restriction of the freedoms and rights of the individual by any state- or non-state actor can only take place in accordance to international human rights and humanitarian law, or domestic legislation that adheres to the former, and only when this is deemed necessary within the framework of a democratic society. Individuals must be guaranteed access to effective means at the local and international levels for the recognition and enforcement of their rights and to challenge acts of state and non-state actors that constitute violations of international human rights and humanitarian law.

Equality and non-discrimination

AI-MARSAD aims to guarantee that there is no discrimination among its staff members and volunteers. Any type of discrimination based on nationality, religious beliefs, class or political opinions is refused. The only difference between staff members is rooted in their different professional responsibilities, skills, and performance.

Similarly, in terms of AI-MARSAD's work and its target groups and individuals, the organisation endeavours to address the human rights violations of Syrians in the Occupied Golan in a manner that does not draw distinctions on the aforementioned grounds, and is solely guided by international human rights and humanitarian law.

Both individually and as a whole, AI-MARSAD's staff members will strive to be receptive and aware of the different situations and needs of women and men throughout the decision-making process. AI-MARSAD endeavours to promote the achievement of gender equality and ensuring that AI-MARSAD better searches, considers, addresses, and accommodates the specific needs and status of women in the Occupied Golan society through the planning and implementation of its activities.