



CHARTER

Damnok Toek-Goutte d'Eau-

INTRODUCTION

Damnok Toek (Goutte d'Eau) -DT- is local Khmer NGO that aims at protecting vulnerable children and their families.

Damnok Toek is strongly committed to provide a high service to the children joining our activities. We also have a holistic approach, and we work as much as possible in partnership with local authorities and local and/ or international NGO/donors who have the same philosophy and approach to maximize the benefits of the target group we work for and with.

This charter has been implemented and validate by the Board members, it will be review every three years or when needed.

VISION / MISSION

Goutte d'Eau was set up in order to assist vulnerable children and their families. The main goals, in doing this, are the following:

Prevention

of child-abuse, substance abuse and child trafficking (internal and cross-border trafficking)

Rehabilitation

of under age substance abusers and traumatized children

Integration

of neglected children and street-children into Khmer society through informal education (Day-Care Center and vocational training) and formal education (Public School)

Reintegration

of trafficked and runaway children into their culture, their villages and, if possible, their families of origin

Our vision dreams of Cambodian vulnerable children (including but not limited to trafficking victims, street working/street living children, disabled children and children victims of any kind of exploitation or abuses) having the capacities and opportunities to an equal access to children rights and basic needs as stated by the convention on the rights of the child.

Our mission aims at working with the most vulnerable and marginalized children in Cambodia. With the support of the communities, the governmental and civil society representatives, DT identifies and implements responses to enhance the access to a better future for the most in need children.

Our values are a non-religious, non-political, non-profit and non-discriminating organization. However, local religious, cultural and historical traditions are integrated into our every day work with the children. We do not exclude influences from other cultures, if there is a gain for the project.

TARGET GROUPS

Marginalized and vulnerable children and youth (up to 18 years old, with some exceptions to deal with older cases), including (but not limited to):

- Street living children.
- Street working children.
- Children of streets families.
- Children from the community in slum and squatter areas.
- Runaway children and or dropped out from school.
- Trafficked children.
- Drugs user children / youth.

Children's families and community. DT is not only committed to implement projects for children but for families.

COMMITMENT

To ensure we reach our goals, DT is strongly committed to:

- Strengthen the collaboration between Cambodian communities, governmental and civil society representatives.
- Advocate for the respect of the basic needs and children rights, especially for the most vulnerable children.
- Implement with the support of communities, the governmental and civil society representatives adapted to the most in need children.
- The welfare and right of the children through out Cambodia.
- Provide a holistic support to children in difficult circumstances so that they can have a hope in the future. Our target group includes children under 18 years old. DT encourages the information sharing, involves itself in advocacy initiatives and takes part to active cooperation and net working of agencies that work in the same field.
- Uphold the law on child rights and welfare. That includes the UN convention on the Rights of the child which was adopted by the Royal Cambodian government in 1992, the convention of the Minimum Age of working children No 138 in 1999, the declaration on the world summit on children in Stockholm in 1996 and the follow up world congress in Japan in 2001 which led to the 5 year plan by Ministry of Social Affair Veteran and Youth Rehabilitation of Cambodia Against Trafficking and Sexual Exploitation of children from 2000-2004.
- To encourage its entire staff to consider children with respect and dignity. Child care taker are encouraged to be good role models, spending time with each child, listening to them, encouraging them when they have a good behavior and providing them with good explanations. They should keep their promises. They should provide discipline only through verbal means.

IMPLEMENTATION OF PROJECTS AND ACTIVITIES

All projects are implemented in a way to be sure that:

- All decisions are taken for the best interest of the beneficiaries.
- All projects and activities are implemented for the benefit of the beneficiaries, without regarding to their gender, religion, ethnicity, nationality, origin, health, legal, political and social backgrounds.
- All projects aim at building sustainable futures for all beneficiaries including their communities.

- Beneficiaries, teams and the organizations are effectively protected from abuse and it is clearly exposed through a Child Protection Policy that every staff agrees and sign.

All projects implemented will particularly pay attention to the following points:

- The right to have access to medical care, shelter, clothing, food.
- The right to live in a safe environment protected from all forms of abuse and neglect.
- The right to a normal development link to the Khmer society: access to education and integration in the public educational system.

FINANCIAL MANAGEMENT AND TRANSPARENCY

DT is committed to ensure the realisation of the following documents:

- Ensure a yearly annual audit by a certified company.
- Annual report, specific reports and the report from the auditor to all donors upon request.

DT uses a clear and transparent financial system:

- All the procedures are implemented in a financial policy that every staff should respect.
- All the details concerning the procedures are available in the Financial Policy.

HUMAN RESOURCES MANAGEMENT

- All the relations between the organization Damnok Toek (Goutte d'Eau) and its employees are clarified in a staff policy and in individual contracts.
- All the procedures are clearly implemented in the staff policy (recruitment, staff regulations, working time, medical care, holidays, termination of contract, salaries...).
- All staffs must agree with a staff policy before starting employment with Damnok Toek (Goutte d'Eau).
- The Executive committee is the group of coordinators which decides as a Collective organ.
- The director and the deputy director have representative functions.
- Every coordinator is responsible for the individual budget of his/her own project.