

Kingdom of Bahrain

المؤسسة الوطنية لحقوق الإنسان
National Institution *for* Human Rights



Code of Conduct for National Institution for Human Rights' Members of the Council of Commissioners *

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Issued under the Council of Commissioners'

Resolution No. 13 of the year 2016, March 29, 2016



*Code of Conduct for
National Institution for Human Rights' Members
of the Council of Commissioners*

Article (1)

Preamble

Whereas the National Institution for Human Rights (NIHR) is an independent institution established under Law No. (26) of 2014 with the purpose of addressing human rights in a responsible manner, setting out policies related to enhancement, development and protection of human rights in the Kingdom of Bahrain, as well as consolidating human rights values and raising awareness of human rights, disseminating human rights culture, in collaboration with the competent bodies charged with education, upbringing, media and cultural affairs, introducing the means available for safeguarding the human rights, issuing newsletters and publications related to its objectives and competencies.

Given the nature of the role and task assigned to the NIHR, this Code of Conduct aims to secure, regulate and ensure good conduct of the members of the Council of Commissioners, leading eventually to providing public services which are in harmony with the objectives of the NIHR for constitutional authorities in the Kingdom, citizens and residents, in accordance with standards governed by accuracy, objectivity, integrity, neutrality and diligence, without discrimination on the basis of gender, origin, language, religion, creed, belief or political affiliation...etc.

Article (2)

Objectives

This Code of Conduct aims at establishing ethical standards, consolidating values and principles related to membership on the NIHR's Council of Commissioners, through shedding light on ethics of members' performance of their duties and rights associated with such membership.



Article (3) Values and Principles

This Code of Conduct is based on seven key principles which represent the core ethical duties of the conduct of the Council of commissioners' members during their membership term in the NIHR or following its expiration. These key principles are:

1. **Respect for Law:** Compliance with the legal provisions regulating work at the NIHR in accordance with the laws and legislation or regulations and instructions issued in implementation thereof and in force in the Kingdom of Bahrain.
2. **Neutrality:** Complete neutrality in dealing with the public, avoidance of discrimination, interests and personal gains upon providing the services.
3. **Integrity:** It is necessary to maintain and enhance the necessary trust of the constitutional authorities and the public, and assert the integrity of NIHR. It is vital strive to enhance the public interest, and not to use membership for matters other than their designated objectives. It is also necessary to give preference to the interest of the NIHR over personal interests in the event of conflict of interests.
4. **Equality:** Providing all services rendered by the NIHR to citizens and residents, without discrimination on the basis of gender, origin, language, religion, creed, belief, political affiliation...etc.
5. **Diligence:** Demonstrate full keenness on performing the work accurately, honestly and faithfully, impartiality from any considerations which may undermine it, while abiding by the values of transparency and integrity, performing all duties dictated by the nature of work, in addition to the requirements of laws, regulations and instructions of NIHR.
6. **Confidentiality:** Abide by professional confidentiality in respect of work secrets or privacy of service beneficiaries that come to their knowledge on account of their job, and not to disclose or use these secrets informally other than what is provided for in the law.
7. **Effectiveness:** To ensure that the NIHR's funds are not wasted, or misused for objectives other than their designated objectives, with the necessity of procuring all forms of available resources in a way which leads to safeguarding public revenues, while ensuring that services are provided in high effectiveness and quality.



Article (4) **Members' Duties**

1. A Member of the Council of Commissioners shall observe due respect for the State's constitutional institutions on the one hand, and for the public on the other hand, doctrines of tactfulness with his colleagues and chairpersons of sessions of the Council of Commissioners, office of the Council or committees.
2. A Member of the Council of Commissioners may not act within or outside the Council of Commissioners, office of the Council or committees in violation of the applicable laws, regulations, by-laws and instructions.
3. A Member of the Council of Commissioners shall regularly attend meetings of the Council of Commissioners, office of the Council or committees, and a member who is assigned with official tasks related to the NIHR shall be deemed on permission throughout the duration of these tasks.
4. If a matter arises warranting a member's absence from the meetings of the Council of Commissioners or committees before the end of the meeting, he/she shall solicit permission from the NIHR's Chairperson or committee chairperson, as the case may be.
5. The committee chairperson shall submit a periodic report every three months which contains information about the presence and absence of committee members.
6. It is prohibited for a member of the Council of Commissioners to abuse his capacity for illegally acquiring special benefits.
7. In no event may a member of the board of commissioners abuse his position for personal purposes, objectives or benefits.
8. A member of the Council of commissioners shall give preference to public interest of NIHR over personal interests in the event of conflict of interests.
9. It is prohibited for a member of the Council of commissioners to misuse the powers granted to him under the law, regulations, bylaws, instructions or resolutions of the NIHR in all forms.
10. A member of the Council of Commissioners may not express or opinions or make statements that contradict the overall or declared policy of the



- NIHR or use his position to express such opinions without prior approval of the NIHR's Chairperson.
11. It is prohibited for a member of Council of Commissioners to represent the NIHR in national, regional or international events or in its relations with third parties without a relevant authorization from the NIHR's Chairperson.
 12. A member of the Council of Commissioners may not address Governmental and non-Governmental bodies outside NIHR on a matter related to NIHR's objectives and competencies except through the NIHR's Chairperson.
 13. A member of the Council of Commissioners shall, upon discussing any issue submitted to a department of NIHR in respect of personal interest for him or any of his relatives up to the fourth degree or any of his clients, shall notify Chairperson of Council of Commissioners of this prior to any discussion.
 14. A member of the Council of Commissioners shall comply with the provisions of laws, regulations, bylaws, instructions and resolutions related to the NIHR's work.

Article (5) **Immunity and Confidentiality**

1. A member of the Council of Commissioners shall not be penalized for any opinions or ideas he/she expresses on matters which fall within the NIHR's competencies, and no investigation may be conducted with him unless the NIHR Chairperson's approval is obtained beforehand, and in the presence of a representative of Council of Commissioners.
2. The NIHR's headquarters may not be inspected without a court order, and in the presence of a representative of the public prosecution, provided that the Chairperson of the NIHR is notified and a representative for him is invited to attend the inspection.
3. It is prohibited for members of the Council of Commissioners to disclose any information or data which may come to their knowledge or possession on account of their positions, except on an order issued by the



public prosecution or a competent court, and such prohibition shall remain in effect even after expiration of membership.

Article (6)

Acceptance of Gifts and Benefits

Members of the Council of Commissioners are prohibited from requesting, accepting or taking, directly or indirectly, any gifts in return for performing or abstaining from performing any of their respective duties, or any benefits which may affect carrying their tasks or performance of their duties or the resolutions they issue. In addition, the members shall not accept a promise for any similar benefit, and they shall abstain from incurring any financial obligation or otherwise which may have such effect.

Article (7)

The Chairperson and members of the Council of Commissioners shall implement the provisions of this Resolution, and it shall enter into force as of its issuance date.

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