

Anti-Slavery and Trafficking Policy

Updated February 4, 2021

I. Policy Statement

Accountability Counsel is committed to combatting human trafficking and modern slavery in all its forms, including by ensuring that our operations do not directly or indirectly support human trafficking or slavery.

Slavery is a crime and a violation of fundamental human rights. It takes various forms, including but not limited to slavery, servitude, forced and compulsory labor, debt bondage, forced or early marriage, human trafficking, or any deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

II. Commitments

Everyone working with or for Accountability Counsel or on Accountability Counsel's behalf shall support and uphold the following principles and measures to safeguard against modern slavery and human trafficking:

- Accountability Counsel has a **zero-tolerance** policy toward slavery and trafficking in our organization. Any violation of this policy by a team member, Board member, volunteer, or other representative will be addressed without delay and may result in appropriate disciplinary action, including dismissal and/or termination of their contract with the organization.
- If the organization finds that individuals or organizations working in partnership or other relationships with Accountability Counsel have breached this policy, appropriate action will be taken, including terminating such relationships.
- The prevention, detection, and reporting of modern slavery and human trafficking with respect to Accountability Counsel's operations is the responsibility of all those working with or for Accountability Counsel or on Accountability Counsel's behalf.
- All team members, Board members, volunteers, or other representatives are obligated to report any evidence or incidents of slavery or human trafficking in Accountability Counsel's operations or a partner's operations, whether witnessed or disclosed, to the Executive Director or Director of Programs & Strategy.
- The organization will ensure that all team members, Board members, volunteers, and other representatives are aware of and fully understand Accountability Counsel's zero-tolerance policy toward modern slavery and human trafficking and their obligation to report any evidence or incidents of slavery or human trafficking in Accountability Counsel's operations or a partner's operations, in particular through the team, Board, and volunteer induction processes.