



HUMAN RIGHTS NETWORK FOR JOURNALISTS - UGANDA

*In Defence & Promotion of Freedom of Expression,
Information & Media Freedom*

COMPLAINTS HANDLING *Guide*





Human Rights Network for Journalists – Uganda

In Defence & Promotion of Freedom of
Expression & Media Freedom

Complaints Handling Guide

Our Vision:

An informed and respectful society of human rights which is free from abuse.

Our Mission:

Enhancing the promotion, protection and respect of human rights through defending and building capacities of journalists to effectively exercise their constitutional rights and fundamental freedoms for collective campaigning through the media.

Our Core Values:

- Team work,
- Non Discrimination
- Equal Opportunity
- Being visionary
- Determination to succeed
- Fearlessness
- Perseverance

TABLE OF CONTENTS

Acknowledgements	4
Introduction	5
Handling of victims	7
Ethical standards	8
How to conduct interviews	8
Personal details of the victim	9
Evidence gathered	9
How to ask questions	9
Handling tricky sources	10
Questions to avoid	11
Facilitation of victims/complainants	11
Assessing the information gathered	11
References not to be ignored	11
Verifying information	12
Difference between civil and criminal law	12
Public Communication	14
Types and length of communications	14
significance of quotes	15
Publicity	17
Managing complaints	18
How to determine the course of action	19
Attention to Detail in Complaint Handling and Communication	20
Following up complaints	21
Analyzing policies, statements, decisions and actions	22
Appendix 1.	
Statement of Ethical Commitments of Human Rights Professionals	23
Appendix 2. Reference materials	27.

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INTRODUCTION

Human Rights Network for Journalists-Uganda, strives to promote the respect and protection of the rights of journalists and media practitioners in Uganda. We advocate for compliance with Uganda's legal framework, international human rights law and best practices by the State, as well as non-state actors in dealing with media houses and individual journalists.

HRNJ-Uganda is an advocacy organization with no direct statutory powers to arrest, prosecute, convict violators, or even compensate victims. However, we receive complaints and initiate investigations into alleged violations of journalists' rights as well as analyzing situations that threaten freedom of expression of journalists and the media.

The organization keeps thorough and accurate records of alleged violations by documenting accounts of victims, cross checking information and circumstances, and then properly assesses whether the matter constitutes a violation or not. It is then that we decide the next course of action.

We exercise utmost impartiality in identifying the victim, the violator and an appropriate remedy for the violation. HRNJ-Uganda endeavors to preserve the dignity of the victims and empathize with them during our interactions and throughout the process of investigation.

The organization's strength in challenging the authorities and the violators is based on our ability to gather detailed information regarding alleged violations.

In doing this work, it is important that the complainants and victims understand the mandate and role of the organization in helping them to pursue justice by directing them to the rightful bodies, lobby for reform and the expeditious handling of complaints. HRNJ-Uganda therefore seeks to understand the legal, institutional processes and policy framework of the country.

The objectives of these guidelines are:

1. To provide a clear and comprehensive framework for the handling of complaints and investigations at HRNJ- Uganda.
2. To guide HRNJ-Uganda officers in their interactions with victims as well as alleged violators during the investigation of a complaint.
3. To ensure that in monitoring, reporting and advocating for the human rights of journalists, HRNJ-Uganda officers act in accordance with accepted standards and best practices.
4. To consolidate HRNJ-Uganda's complaints handling procedure into one convenient document.

GATHERING INFORMATION

Handling of victims

Paragraph 1 of the Declaration of Basic Principles of Justice for Victims of Crime and Abuse of Power, defines the term “victims” to mean “...persons who, individually or collectively, have suffered harm, including physical or mental injury, emotional suffering, economic loss or substantial impairment of their fundamental rights, through acts or omissions that are in violation of criminal laws operative within Member States, including those laws proscribing criminal abuse of power.”

Victims come to HRNJ-Uganda seeking for help and the organization also goes to them with the intention of supporting or enabling them to attain justice and a fair hearing. Victims of abuse of power tend to suffer “re-victimisation” when they come into contact with service providers whose aim is to assist them.

Re-victimisation occurs when a victim/ complainant is treated in an insensitive manner for example through intrusive or inappropriate investigation and filming, photography or reporting by the media. As such, victims must be treated with utmost respect and dignity. HRNJ-Uganda officers should avoid inflicting more pain, embarrassment and endeavor to empathize with them. Treating victims with dignity includes but is not limited to the following:

- HRNJ-Uganda officer(s) should deal with victims in a sympathetic, constructive and reassuring manner.
- The HRNJ-Uganda officer(s) should inform the victim about the possibilities of obtaining assistance, practical and legal advice, compensation from the offender and State compensation.
- The victim should be able to obtain information on the outcome of the investigation.
- HRNJ- Uganda officers should further endeavor to respect the victim’s privacy and wishes regarding how their information/ story should be used.

Ethical standards

HRNJ-Uganda officers must abide by the human rights ethical standards and guiding principles, act truthfully with humility and compassion. HRNJ-Uganda officers must always adhere to the principles of equality and non-discrimination enshrined in the Constitution of the Republic of Uganda. Victims must be treated with respect regardless of their culture, religion, gender, race, age, colour, political beliefs and status in society. However, HRNJ- Uganda officers must be sensitive to the beliefs and identities of victims and, please refer to Guiding principles for human rights field officers and Statement of Ethical Commitments of Human Rights Professionals.

How to conduct interviews

- The interview should be held in a quiet and private place in order to protect the victim's privacy and ensure their comfort.
- Before taking a complaint, it is important to introduce yourself to the complainant or the victim and briefly explain to them the work that the organization does. This interaction helps in building rapport and confidence.
- The interviewee's consent must be obtained before recording anything that s/he says and permission for the subsequent use of the information should also be requested. In case the consent is not given, the officer should explain the importance of gathering this information and the ways in which it will be used. Victims should be made to understand that the information will only be used in seeking justice. The decision of that person must be respected.
- Where practicable, with the permission of the complainant, the interview may be digitally recorded and uploaded on the website.
- Any information gathered in confidence must be treated as such and,
- Sources must be informed that HRNJ-Uganda does not pay for information. Victims/ Complainants freely and without coercion divulge information to the organization.

Personal details of the victim

Details of the complainant such as age, sex, area of location, profession must be sought and recorded. If the complainant is a journalist, the media house they are attached to and their position should be recorded. Time and place of the interview must also be recorded.

Evidence gathered

All evidence gathered during the course of investigations, particularly the personal details of complainants and other confidential information, should be stored in a secure manner.

Photographs provide good evidence but if it is not in a public space we should always seek the consent of the person to take his or her photograph before using it. We should be mindful of using pictures that affect the dignity of the person.

How to ask questions

HRNJ-Uganda's strength is based on clear, accurate and precise information therefore it is vital to capture every detail from the victim because it helps to identify the victim, the violator and the remedy to the violation.

As the organization's interviewing officer, you must ask and get answers to the following questions:

Who were they?

How many were they?

What did they do?

What were they wearing?

What time was it?

Who saw?

How did you know that it was so and so?

Where did it happen exactly?

What did he or she say to you exactly?

Who said it?

What language did he or she use?

Were you around?

Did you see?

Were you told?

Who told you?

Was there any one else around?

Who was s/he?

Did you know his or her name?

- Ask open ended questions which cannot be answered with yes or no in order to extract more information as well as give the interviewee the opportunity to say all they want to say. Yes or no answers do not provide us with sufficient information to act on.
- Endeavor to ask interviewees to describe scenes and events for you as much as they can.
- Ask questions to clarify factual information and listen carefully for key quotes and highlight them because you will need them in your statement.

Handling tricky sources

In cases where the interviewee is not straight forward or is not very forthcoming with information, closed questions that call for yes or no answers may be used in order to get clear answers e.g. did you see?

Victims or interviewees should be allowed to tell their story first without unnecessary interruptions and the interviewer can follow up with questions for clarity. Ask the same question in different ways to ascertain consistency. Some people can be confusing as they keep changing their statements or contradicting themselves.

Questions to avoid

Avoid asking leading questions. Leading questions are those that suggest the answer that the asker wants to receive for example, “so when they beat you, did you cry?” “Did they use a stick to beat you?” Leading questions also typically call for a yes or no answer and therefore are not encouraged if one intends to extract information. Let the victim tell you their story.

The right questions are: Who beat you? What did they use to beat you? What happened after they beat you? Always remember that when HRNJ-Uganda fails to get sufficient details, it cannot pursue the matter. Vague information is no information to the organization’s cause.

Facilitation of victims/complainants

In doing its work, the organization where practicable, endeavors to facilitate victims, complainants and sureties at a rate to be determined in accordance to the prevailing circumstances including distance.

Assessing the information gathered

HRNJ- Uganda assesses all information gathered in order to decide on a course of action regarding any complaint. In assessing the complaint, we are guided by the following questions:

Is there a violation?

What is the violation?

Who is the victim?

Who is the violator?

Is there a remedy?

Does it fall within our mandate?

References not to be ignored

While assessing a complaint, reference should be made to the Constitution of the Republic of Uganda and the rights guaranteed therein, the legal framework of the country, International Law, as well as internationally accepted human rights standards and best practices in a free and democratic society.

HRNJ-Uganda officers should endeavor to stay informed about developments in national and international human rights standards. Understanding these standards and mechanisms helps us to make a proper assessment of a complaint before us.

Verifying information

As journalists, the first rule of reporting is that every story must be verified. This rule extends to HRNJ- Uganda's work on complaints. All the information presented to an officer is regarded as allegations which must be verified by talking to the parties involved, witnesses if any and experts. Utmost impartiality must be exercised in assessing the complaint without overlooking certain aspects of the information.

In assessing the complaint, HRNJ-Uganda officers should determine if the nature of the violation calls for criminal proceedings, civil action or public outcry/ advocacy. Officers are expected to know what constitutes a criminal offence and a civil claim. Both areas are concerned with breach of duties imposed by the law but some scenarios of violations could give rise to both criminal and civil actions.

Difference between civil and criminal law

Civil law is mainly concerned with wrongs, actions or violations by private persons against other individuals or companies, organizations and government. The main aim of civil suits is to claim for damages and compensation.

A crime is defined as an offence against the public whose main objective is to punish and deter other persons from committing wrongful acts. It is also the duty of the state to charge a person for committing an offence. However, there are incidences where private persons can institute criminal proceedings under the Magistrates Courts Act but the Director of Public Prosecutions has the right to take over these proceedings. In criminal

matters, the standard of proof is very high whereby all allegations must be proved beyond reasonable doubt in order for the accused to be found guilty while in civil cases, the complainant is required to adduce evidence on a balance of probabilities.

Illustration

An example of a case that could give rise to both criminal and civil proceedings is when journalist Y is beaten by policeman X and his video camera is destroyed in the process. Y can file a civil suit for damage to property, assault and battery against the Attorney General or the policeman (or both) depending on the circumstances and whether or not the Police Officer was in the course of duty when the assault happened. Damages would be imposed on X if found to be in breach of Y's rights.

The State may also prosecute policeman X for the offences of assault and causing damage to property. If found guilty, the accused can be sentenced to serve a term in jail.

Sufficient evidence is a requirement

It is the duty of the complainant or victim to adduce sufficient evidence to sustain the charge in case of criminal violations or to prove a cause of action in case of civil matters. Uganda's Evidence Act requires that any person, who alleges a fact in court, must adduce the evidence to prove it. Therefore, HRNJ-Uganda works together with the victim/ complainant to gather sufficient evidence to bring a claim. It is the duty of the complainants to cooperate with HRNJ- Uganda by providing accurate and detailed accounts of alleged violations. HRNJ-Uganda will not manufacture evidence in order to sustain a charge. He who alleges must prove, and he who wants damages must bring worthy evidence to back the claim.

Public Communication

In cases where HRNJ-Uganda determines that a public outcry is necessary for action to be taken to redress a violation to a victim, the violation may be publicized. In so doing HRNJ-Uganda and any officer should be mindful of the language used.

Any information shared with the public in this regard should be clear, precise, persuasive and straight to the point. Language should be powerful and non-partisan in order to garner as much public interest and support as possible. Public communications regarding complaints should only be handled by the designated officer in order to ensure a streamlined flow of information from the organization to the public. This applies to both written and oral communication. However, comments to the press made in the ordinary course of the organisation's work may be made by any member of staff.

Types and length of communication

The organization has two types of communication:

Alert: this is a short statement released by HRNJ-Uganda as soon as the violation is reported or brought to the attention of the organization. It does not cover the full spectrum of issues, but gives key highlights of the issue.

The Alert should indicate the violation, the people involved, where and how it occurred, a quote from a victim and if necessary a comment from the organization. It should strictly follow the what, where, when, who, why and how format. It should not exceed 250 words.

A statement: This is a detailed communication to the public intended to comment on key events (e.g. violations) that have happened or are about to happen, announce advocacy steps taken by HRNJ-Uganda or to shape news coverage and to draw the attention of the public to a particular issue. Maximum length of a statement is two and half pages of A4 size paper. The first four paragraphs should indicate what happened or what is about to happen in brief but with as much detail as possible. The statement should clearly convey the organisation's position on an issue and what action it wants the public/ state/ any other subject of the statement to take.

Significance of quotes

Using quotes: The voice of the victim and experience portrays a human aspect of the violation and brings life to the statement.

A quote should be used to highlight an important point, strong language or powerful emotional response.

When using a quote, reproduce the exact wording, spelling, punctuation of the original statement. Use double quote marks except for a quote within a quote.

Avoid using information that is not relevant to the issue. Always pick the key elements you would want the public to know.

Ask the questions the reader would ask and provide the answers.

Keep the communication simple and easy to read. It should be a story being told to a friend but with a purpose. Write clean and lean because it is easier for the reader. Avoid using different quotes to illustrate the same point. Make one point in each of the paragraphs you write.

Write short sentences that use few words, verbose writing makes reading uncomfortable. Try to use active voice rather than passive sentences. Never leave hanging sentences and situations that are unresolved. Update the reader. Eliminate ambiguity and confusion in your writing.

Avoid vague and incomplete sentences. Ensure that the writing is free from grammatical and typographical errors. When writing, know the HRNJ-Uganda policies on the matter being addressed e.g. freedom of expression, media, victims, know your goals (what do you intend to achieve), know the relevant legislation to the matter you are writing about, consult with colleagues, experts, know your audience.

Keep in mind that you are communicating with a diverse audience which includes:

- Those who already have knowledge on the subject,
- Those who know nothing about what you are talking about.
- Well wishers
- Opponents

Keep in mind the many hats you are wearing: advocate, expert and story teller. Before sending out the statements ask the following key questions:

- Does the statement clearly identify a human rights violation?
- Are our claims and message clear?
- Is it persuasive?
- Is there evidence missing?
- Does the evidence produced support our claims?
- Is the information provided accurate?
- Is the language direct, simple, economical and grammatically right?
- Is it free from bias?
- Is it easy for the reader to follow?
- Are the testimonies used effectively?
- Is the violation, the violator and remedy well stated?
- Does the statement have a title?
- Is it free of defamatory intonation?

Publicity

Publicity is a key element in what HRNJ- Uganda does because it helps us to:

- Expose a violation, contravention of declarations, non-compliance, non-conformity
- Name and shame the violator,
- Reach out to new audiences
- Lobby policy makers
- Advocate for change
- Shape public debate
- Raise issues within our mandate

To achieve these objectives HRNJ-Uganda targets different audiences and must take advantage of any publicity opportunity that comes across.

Press list

It is the obligation of every member of staff to compile and update a press contact list indicating details of media organizations, key people that matter to us, telephone and email addresses and any other relevant information.

We should endeavor to know when the press can take in anything and avoid publicity during crowded periods where our message might receive less attention.

As a member of staff of HRNJ –Uganda, one should always be ready to comment on matters which are within our mandate and utilize any opportunity for publicity that comes across. However, such comments must be kept short and straight to the point. We are duty bound to develop and continuously update a list of organizations, personalities, government departments and officials, members of parliament, foreign missions and others who are of interest to our work. Our publicity should always target them.

Managing complaints

This is a long and continuous process which requires you to be focused, keeping track of the issue, monitoring the developments as well as obtaining statements of those involved. Consistency and perseverance are crucial in managing complaints.

It is also important to note that the alleged violator is innocent until proven guilty before a court of law. Therefore, condemning statements should be avoided unless there is sufficient proof to back them up.

When the matter has been filed in court, refrain from unnecessary commentary as this may lead to violation of the res sub judice rule. Under the Advocates Act, Statutory Instrument 267-2, The Advocates (Professional

Conduct) Regulations, regulation 20 provides that an advocate shall not make announcements or comments to newspapers or any other news media, including radio and television, concerning any pending, anticipated or current litigation in which he or she is or is not involved, whether in a professional or personal capacity. Government and security officials are very good in making nice and promising statements which can easily divert you from pursuing the matter. Statements like this are very common: "The government is committed to the rule of law and does not condone violation of human rights. It will do whatever possible to address this problem." The statement sounds nice but as someone working on the complaint, the question you should be asking is: where is this commitment? As long as that commitment has not been turned into action it remains irrelevant.

As a defender of people's rights and pursuer of justice, your primary role is to see that rights are protected and justice delivered in a very fair manner. It is important that you continuously update yourself on the way systems work within a given institution especially the one addressing the complaint you are working on.

In certain instances, justice might seem to have been delivered when in actual sense it has not. It is important to your work that you observe keenly and keep asking whether what is being done is within the accepted standards locally and internationally.

Always seek for expert opinions where things are not clear to you, keep in contact with the complainant for updates about their issues and gather more information to support your concerns.

Analyze the information gathered, before determining which action to take. Different violations or complaints require different actions. Some need criminal action others call for civil court action while others will take a public outcry course or campaign.

How to determine the course of action

The course of action you determine to take on a particular complaint depends on the nature of the violation, the violator as well the remedy readily available.

Various institutions have internal mechanisms to address unlawful behavior or misconduct of their officers. The Police Professional Standards Unit deals with indisciplined Police officers while the Public Relations Office of the Uganda People's Defence forces receives all complaints of misconduct of their officers.

There is also a constitutionally mandated human rights body; the Uganda Human Rights Commission which receives and determines all cases of human rights abuses. The Parliament of Uganda through the Speaker and the Committees receives, listens and determines complaints from the public.

The Uganda Police is the only institution mandated to deal with criminal complaints before handing them over to criminal courts through the office of the Director of Public Prosecutions for determination. Courts are also assigned the duty of dealing with civil complaints.

Before determining the course of action, efforts must be made to understand how a complaint is lodged, processed, determined and who is responsible in a particular institution. Ask, seek for assistance and guidance from the HRNJ-Uganda legal department; this will help you to know which complaint falls where.

Attention to Detail in Complaint Handling and Communication.

HRNJ-Uganda officers must pay special attention to details in all activities concerning complaints. All letters written to authorities concerned on a complaint must be properly addressed not "to whom it may concern."

Do not mix up people's titles and offices; these small mistakes are often used in order to avoid responsibility by some officers. Deny them the opportunity to do so. All communication must be dated.

The subject of your letter must be well stated and brief. A long title is undesirable. If you are seeking for information ensure that the issues you want clarification on are clearly stated in the letter. In the same way, if it is a call for action, state clearly the action you want to be taken and why.

Always justify your concerns by backing them with information available to you. State the violation, the violator, and the remedy where necessary. Politely indicate a period within which you would expect a response and indicate that such response will be appreciated. Sign off your letter properly. If the complaint calls for Police intervention, ensure through observation that the rightful procedure is followed, advising the complainant to be critical as well. This will help you at the follow up stages of the case.

If you think the matter can be mediated or settled amicably, you should ensure that there was no violation that occurred. Violators, after realizing their mistakes and the gravity of the matter want to avoid the process of the law and call for amicable solutions.

In case of amicable solution between the two parties, always seek the guidance of the Coordinator. A settlement should not be arrived at without the full and informed consent of the victim of a violation.

In case a complaint requires a civil suit action, you should seek the guidance of HRNJ-Uganda legal department.

Opinisto and Editorials in News Papers

In case you decide to take a public outcry approach, one of the effective ways of doing it is talking to the media to convey your message.

However, you should ensure that your message is clear to avoid misrepresentation and misinterpretation.

In case you want to write an opinion, try to understand the audience you are writing for. You should have your facts presented correctly. Know the word limit of the targeted media so that you explain your issue within that limit. Editors will cut off what they deem unnecessary if you give them more than what is required.

If it is a letter to the editor, make it short and punchy. Try as much as possible not to exceed 150 words. If you go for broadcast, ensure that you effectively utilize the maximum time given to you.

Following up complaints

Follow up of cases is important because it gives us a sense of whether our aim/ target has been achieved or not. In following up, we seek information and clarification from the relevant authorities on the actions taken to address the complaint.

You should always ask the proper questions and to the relevant people concerned for example, it would be misdirection of yourself if you are intended to know the progress of a criminal case and ask a traffic officer where the file is and at what stage unless it involved a traffic element.

If it is a court case, seek information from the Office of the Registrar, the Prosecutor or the Clerk to court. Always get the court file references right to avoid confusion and seek for clarification on any matter you do not understand.

In the follow-up, always be specific with what you want to know, what you want to be done, who is responsible and which institution to deal with. Seek clarification of vague answers when you meet the relevant officials. You should try to find what alternative is available apart from the existing institutions in order for you to achieve the desired change. Endeavor to know who will help push your campaign forward.

Analyzing policies, statements, decisions and actions

Policies by government and other institutions have a greater bearing on how journalists can enjoy their freedoms. In the same vein, statements and decisions made by authorities can also impact on the freedoms as enshrined in national laws and international instruments.

HRNJ-Uganda's primary role in response to such policies and statements is to critically analyze their compliance to established national and international standards and highlight the gaps. The questions that we must always ask in such circumstances are:

Does this statement/ decision meet the human rights standards?
Is it in breach of any good law or international instrument?

APPENDIX 1.

Statement of Ethical Commitments of Human Rights Professionals
From: Guiding Principles for Human Rights Field Officers Working in Conflict
and Post-conflict Environments,
July 2008 (Project of the University of Nottingham, School of Law, Human
Rights Law Center)

As human rights professionals, we share an unwavering dedication to human rights as enshrined in the Universal Declaration of Human Rights and other international instruments and hold to values of human dignity, equality and non-discrimination, justice, rule of law, international solidarity, mutual understanding and tolerance, and respect for the capabilities and values of others.

Our vision is a world in which every man, woman and child may live in dignity and freedom. We contribute to the attainment of this vision through strong personal commitment and the highest degree of professional integrity. We must undertake our work with truthfulness, humility and compassion. We shall at all times uphold the highest ethical standards. As human rights professionals, we work in a variety of institutional settings. Irrespective of our affiliation and location, we affirm this statement of the main ethical principles and standards that guide us in our work:

The primary commitment of human rights professionals is to the human rights of the individuals, communities and the people they serve; in cases of professional dilemma or uncertainty, this commitment shall be the fundamental consideration. In all of their actions, human rights professionals shall promote and protect human rights on the basis of the international standards.

Human rights professionals are obliged to recognise and respect the dignity of every human being and to honour the principles of equality and non-discrimination on the grounds of race, colour, gender, sexual orientation, language, religion, opinion, national or social origin, disability, age, property, birth or other status.

Human rights professionals recognise their special responsibility towards the most vulnerable members of society, in particular regarding the protection, as a matter of the highest priority, of individuals who face immediate risk of grave human rights violations.

Human rights professionals in all their acts and expressions shall demonstrate and ensure respect for the dignity of victims and others affected by human rights violations. They shall act with a sense of propriety and cultural sensitivity.

Human rights professionals shall seek to anticipate any risks of harm to others that may arise in connection with their work and shall take every possible measure to avoid exposing individuals, communities or peoples to undue risks of harm.

Human rights professionals in all their activities shall respect the principle of participation that empowers individuals, communities and peoples. Human rights professionals shall strive to ensure the participation of the most marginalised and vulnerable members of society in activities and decisions that affect them.

Human rights professionals, both in their personal and official capacities, shall demonstrate respect for all individuals, irrespective of their cultural, religious and other values. This does not preclude the legitimacy of candid dispute, disagreement or action regarding practices that may affect human rights.

Human rights professionals are committed to be impartial in the promotion and protection of human rights irrespective of the identity or status of perpetrators and victims. They shall endeavor to ensure that their impartiality is evident to all relevant actors.

Human rights professionals have a duty to react to actual and impending human rights violations that they confront and to alert their own organizations and, where appropriate, government authorities and other relevant actors.

Human rights professionals shall recognize the primary and fundamental importance of effective local human rights protection structures, governmental and otherwise, and shall seek to strengthen them.

Human rights professionals shall engage with colleagues and other counterparts, regardless of position and contractual status, in a just, respectful and constructive manner.

Human rights professionals shall be aware of any power or privilege that their position commands and refrain from abusing their status, especially in relation with members of the local community.

Human rights professionals shall work loyally and in conformity with the aims and regulations of their organization. They bear a responsibility to bring to the attention of the organization any of its policies or practices that they consider to be incompatible with human rights.

Human rights professionals have a duty to react appropriately to any serious ethical misconduct or human rights abuse, including sexual exploitation that comes to their knowledge. This duty extends to acts committed by persons contracted by their own and partner organizations. The reaction may include reporting the misconduct to the competent authorities.

Human rights professionals shall be guided under all circumstances by the need to accomplish the objectives of their mission. This includes the avoidance of unnecessary and/or disproportionate risks to themselves and people working with them in the conduct of their professional activities.

Human rights professionals are obliged to stay informed about developments in international human rights standards and mechanisms, and to practice their profession accordingly.

Human rights professionals, in particular those in managerial positions, shall expend every effort to foster a work environment in which these ethical principles can be upheld.

This Statement should not be interpreted as restricting or limiting any ethical commitments made in the context of specific institutional employment.

Source: <http://reliefweb.int/sites/reliefweb.int/files/resources/7827EC3BF46AB9FAC125749600687EE5-Guiding%20Principles.pdf>

APPENDIX 2.

Reference materials

1995 Constitution of Uganda

The Access to Information Act, 2005

The Uganda Communication Act 2013

The Press and Journalists Act Cap 105

The Police Act 2005

The Regulation of Interception of Communications Act 2010

The Anti-Terrorism Act 2002

Computer Misuse Act 2010

Electronic Signatures Act 2010

Electronic Transactions Act 2010

Penal Code Act Cap 120

Uganda Communications Commission Act 2012

Universal Declaration of Human Rights,

International Convention of Civil and Political rights

African Charter on Human and People's Rights

Declaration of Principles on Freedom of Expression in Africa

Windhoek declaration on promoting an Independent and Pluralist African Press

UNESCO Media Development Indicators

<http://unesdoc.unesco.org/images/0016/001631/163102e.pdf>

UN Standard Minimum Rules for the Treatment of Prisoners

<http://www2.ohchr.org/english/law/treatmentprisoners.htm>

Basic Principles on the Use of Force and Firearms by Law Enforcement Officials

<http://www2.ohchr.org/english/law/firearms.htm>

European Union Guidelines on Human Rights Defenders

http://consilium.europa.eu/uedocs/cmsUpload/16332-re02_en08.pdf

Guiding principles for human rights field officers

<http://www.hrfoguidingprinciples.org/English/principles.html>

Convention against Torture and Other Cruel, Inhuman or Degrading

Treatment or Punishment

<http://www2.ohchr.org/english/law/cat.htm>

Human Rights Network for Journalists

HRNJ-Uganda was established in 2005 by a group of human rights journalists who had developed a sense of activism and was formally registered as an independent media group, nonprofit and non-partisan organisation in 2006. The identity of HRNJ-Uganda lies with its diverse membership of over 200 human rights journalists from both print and electronic media and freelance investigative journalists.

Our Objectives

- To promote and protect human rights as provided for in the regional and international instruments that Uganda is party to and as provided in the Constitution of Uganda through the media.
- To mobilize, unite and represent human rights journalists on matters of common interest.
- To work together as human rights journalists seeking to achieve goals of empowering the public in creating a platform to demand for a non violent, corruption free and human rights observing society.
- To work together with judicial organs, civil society organisations, regional and international organs to bring peace and harmony.
- To build the professional capacity of human rights journalists through training, research, reporting and technical skills acquisition.

Plot No. 18 Stensera Road,
Block 12 Kayanja Triangle Zone Lubaga
P.O.BOX 71314
Clock Tower Kampala-Uganda
Tel: +256-414-272934, +256-414-667627
Hotline Legal +256-702-905566
Email: info@hrnjuganda.org, hrnjuganda@gmail.com
Website: www.hrnjuganda.org
Blog: hrnjuganda.wordpress.com