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Iqbal Shah



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objectives and interests over and above their personal interest The code of conduct policy shall make employees and board members duty destined to observe ethical principles to meet internal control mechanism standards and external transparency and accountability in its operation Anti harassment policy makes every effort to provide a working environment free of harassment and intimidation and thus provides for a strict compliance with the rules from employees to observe decency and mannerism Assets policy keep the organization assets well maintained properly entrusted in employees hands and thus record is maintained of their physical inventory It provides for organization s assets to be properly and legally used and avoid their misuse The communication policy creates responsible attitude that reflects and represents organization at levels appropriate It aims at creating attitude and ability to communicate well responsibly and efficiently on behalf of the organization The security policy ensures safety and security of organizations assets and personnel The travel policy serves to clarify the means by which travel should be arranged and the parameters that must be adhered to by all employees of the organization The computer policy ensures the overall computers usage maintenance and data security secure and thus makes it obligatory on all to observe confidentiality of data and proper handling of organization assets The procurement policy of organization requires strict compliance with rules that ensure transparency and accountability in securing supply to office and project sites

Policy Manuals for Non-Profit Organization Iqbal Shah,2020-01-19 For an organization to be transparent credible and accountable it needs to have devised such credible and sound mechanism some set of principles guidelines rules in light of which the non profit entity profit non profit runs its operation towards the realization of its objectives vision and mission Strong policies inspire public and donors trust check and balances power dynamics help raise funds lead towards stewardship of organization resources and assets discourage fraud and minimizing errors Policies are formulated to ensure that the organization meets internal and external control mechanisms to inspire trust in the public and ensure transparency and accountability in its ultimate operation The book contains 16 such policies that an organization needs to have in place in order to earn credibility trust and count as accountable to the public beneficiaries stakeholders and donors It does protect organization from loss and damages Asset Management Policy ensures transparent and accountable operation skillful management of assets Human Resources or otherwise accurate record keeping to avoid error theft and fraud Financial Policy ensures confidentiality and avoid conflict of interest for keeping organization interest and mission high to be adhered to Confidentiality and Conflict of Interest Policy inspires trust and accountability in the eyes of stakeholders and public at large Organization Code of Conduct Policy ensures proper handling of material assets selling and buying Procurement Policy mentor facilitate and provide back up to staff to ensure smooth running of office to inspire efficiency and diligence Administrative Policy managing knowledge expertise and showcase transparency accountability and progress on projects to raise fund and influence policy Monitoring and Evaluation policy inspires employees to address their grievances and work in a free and fair working environment to make employees focus on their potentials towards the realization of

organization's goals Employees Grievances and Anti Harassment Policy ensures a safe and secure environment to work in Organization Security Policy ensures constraints on employees behaviour and imposes constraints on adversaries through security and so on Because of its public benefits nature Non profit Organizations NPOs must comply with various rules and regulations governing its operations many of which also deal with transparency and accountability to the public at large Strong policies inspire public trust and legitimacy and these in turn lead towards greater accountability and transparency The greater is the transparency and accountability the more will be the donor trust to fund the project Strong policies are stewardship to an organization's assets and resources Assets are the organization's machinery to put input in order to realize the objectives that it stands for Strong policies ensure an internal mechanism that provides for segregation of duties commitment and responsibilities This segregation of duty creates a structural mechanism to ensure that no single person is involved in a transaction of public importance from start to finish As for example when you procure office supply there needs to be segregation of duties from requisition quotation invoice signing to the approval of check The administration puts requisition for office supply the quotation is invited and approved by the procurement committee and invoices are signed and checked approved and endorsed for supply to take place Obviously there seem to be different functions and is done by different authorized persons So policies exist to set rules regulations and principles in order to avoid misappropriation and fraud and ensure transparency accountability and public donor trust Public donor trust gives legitimacy to an organization to function as a public benefit entity

Simple Policy and Procedures Manual North Shore Community and Social Service Council,2006 *The Non-profit Handbook* Gary M. Grobman,2008

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