



Protecting Immigrant Women and Girls from Violence

## STATEMENT OF ORGANIZATIONAL VALUES

*The Tahirih Justice Center is a secular organization founded on the spiritual principles of the Bahá'í Faith. The following statement is intended to convey the core values on which Tahirih was founded and operates. Staff members and others who speak or act on behalf of Tahirih are expected to uphold these values in activities undertaken on Tahirih's behalf.*

The Tahirih Justice Center is founded on the belief that the achievement of **equality between women and men** is necessary if society is to progress. Working towards legal and social **justice** for women is a critical part of making this equality a reality.

Tahirih recognizes that the achievement of equality and justice for women depends fully on the transformation of both men and women in our society. As a result, it warmly welcomes and encourages the **participation of men** in working to achieve these important goals.

Tahirih believes that its work should be conducted in a **spirit of service** to others. Thus, it is critical that we conduct ourselves in a manner that reflects **a high degree of professionalism, compassion, and respect**.

**Diversity** is a treasured quality at the Tahirih Justice Center, which welcomes the perspectives of individuals of all genders, ethnicities, religions, political persuasions and sexual orientations. As a corollary, Tahirih does not tolerate discrimination on these or any other bases.

Recognizing that activities are most effective if those carrying them out are unified in their efforts, Tahirih's places an important value on **unity**.

Tahirih is guided by the notion that **humankind is an organic whole** and that if one part is in pain or facing injustice that affects the whole. Thus, Tahirih engages in the assistance of individuals irrespective of whether individuals share cultural similarities.

The process of **consultation**, as iterated in the writings of the Bahá'í Faith, forms the cornerstone of Tahirih's operational structure. Consultation involves bringing together in thoughtful, open discussion the viewpoints of a diverse range of individuals who represent as many stakeholders in a process as possible. Participants are asked to contribute their thoughts and perspectives, but once these have been shared with the group, they become the property of the group, and no longer belong to the person who volunteered them. Once consensus has been reached, by majority vote if necessary, all participants are expected to respect the group's decision and unite behind it.

The Tahirih Justice Center is a **non-partisan** organization. It does not ascribe to any political viewpoint or agenda. Tahirih may take positions on specific issues relating to women's international human rights and immigration, but it does not take a position on abortion-related issues. Further, Tahirih does not participate in campaign activity. While Tahirih adheres to these organizational values regarding political activity, it recognizes and respects the right of individual employees and representatives to take positions and engage in activities in their personal lives that differ from Tahirih's values.