



## **Notification of the Department of Cultural Promotion**

Re: Human Rights Policy of the Department of Cultural Promotion

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To promote, support and comply with the Universal Declaration of Human Rights (UDHCR) and Section 4 of the Constitution of the Kingdom of Thailand, it is stipulated that "human dignity, rights, liberties and equality of the people shall be protected" to achieve the respect for human rights within the organization, fair treatment of the people, prevention of human rights violations for either the personnel within the organization or visitors, as well as reduction of the risk of complaints arising from those affected by the human rights violations, which is caused by the performance of the people within the organization.

Therefore, The Department of Cultural Promotion has established the following human rights policy as a guideline for human rights operations in accordance with the National Human Rights Plan and Action Plan on human rights.

### **Definition**

"Human rights" mean rights inherent to all human beings, regardless of physicality, mentality, race, nationality, religion, sex, age, skin colour, education, or any other matters in accordance with the laws of each country and the treaties with which each country is committed to comply. Human rights include the right to life and liberty, freedom of opinion and expression and peaceful assembly, the right to work, the right to education, etc. Everyone is entitled to these rights, without discrimination.

"Personnel of the Department of Cultural Promotion" mean government officials, permanent employees, government employees, fund employees, government contractors, and other employees at all levels under the Department of Cultural Promotion.

"Third party" means a service recipient, a stakeholder, a person, or groups of people, including government agencies or organizations in relation to the services or operations of the Department of Cultural Promotion.

### **Human Rights Policy**

The Department of Cultural Promotion is an organization that all of its personnel must be aware of the importance of and respect human rights for every aspect of each individual, community, and society, and in accordance with the treaties with which each country is committed to comply, which includes the following:

1. Fair treatment of the people, without discrimination,
2. Support and promotion of human rights and treatment of all the people in accordance with the principles of human rights in every process,
3. Avoidance of actions that violate human rights against either the personnel of the Department of Cultural Promotion or the third party; reduction of the risk of complaints arising from those affected by the human rights violations, which are caused by the performance of the people within the organization, and
4. Communication, dissemination, education, guidelines setting, monitoring, and other forms of support for the personnel of the Department of Cultural Promotion and other government agencies or organizations that are related in terms of service and/or handover, as well as for individuals, groups of people, and networks in the supply chain, in order to allow them to participate in the operation with integrity, respect for human rights, and fair treatment of everyone in compliance with the principles of human rights in accordance with this policy.

#### **Guidelines**

1. Respect for human rights, respectful treatment of each other, honor of each other, and fair treatment of each other regardless of physicality, mentality, race, nationality, religion, sex, LGBTQ identity, language, age, skin color, education, or any other matters
2. Caution for performing duties to prevent potential risks of human rights violations arising from operations and monitoring of the respect for human rights
3. Support and promotion of operations to protect human rights
4. Monitoring of the respect for human rights; no ignorance nor negligence for an action that is subject to human rights violations in relation to the Department of Cultural Promotion; reporting to supervisors or responsible persons and joining hands in investigating various facts; consulting supervisors or responsible persons through designated complaint channels upon any questions or inquiries
5. Provision of fairness and protection to the persons who report human rights violations in relation to the Department of Cultural Promotion
6. The Department of Cultural Promotion's continual development and implementation of human rights management process
7. The Department of Cultural Promotion's commitment to creating and maintaining an organizational culture that adheres to the respect for human rights in compliance with the human rights policy

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8. Disciplinary actions for the persons who commit human rights violations as provided by the Department of Cultural Promotion's regulation, and legal penalties that may be imposed if such actions are against the law

It is hereby announced for the general information.

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Director – General

Department of Cultural Promotion