

# **InterAction Minimum Operating Security Standards**

## **PREAMBLE**

InterAction members strive to establish and maintain professional competence, ethical practices, and the highest quality of service. InterAction members recognize that being accountable to the people they serve and working in a spirit of collaboration and partnership are the most effective ways to achieve their common objectives.<sup>1</sup>

In the same spirit, this document seeks to lay down a foundation for InterAction member organizations as they establish and build upon their own institutional approaches to security in support of staff. InterAction's Minimum Operating Security Standards (MOSS) reflect not only the principled approach to the way InterAction members conduct business, but also serve as statement of commitment to the well-being of aid workers that often risk their personal security to administer to the needs of others.

While InterAction members recognize that no working environment can be rendered risk free, much can be done to mitigate risk when all parties recognize their roles and responsibilities within an organization's security framework. Having said that, MOSS must be balanced by employees' understanding that they bear a significant responsibility for their own security and that their personal and professional conduct can have an impact on others' security as well. In addition to adherence to organizational security policies and procedures, individuals must constantly be sensitive to their environs and willing to adapt to changing threats. Security is necessarily a cooperative effort between the organization and its employees.

MOSS are not intended to preclude additional strategies for employee security. The MOSS apply to both national and international staff, recognizing that some considerations are unique to international staff, e.g. evacuation to country of normal residence. InterAction Members shall be guided and informed by "*Suggested Guidance for Implementing InterAction's Minimum Operating Security Standards.*"

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<sup>1</sup> InterAction Statement of Commitment, InterAction's Private Voluntary Organization (PVO) Standards

**STANDARDS**

1. **Organizational Security Policy and Plans:** InterAction members shall have policies addressing key security issues and formal plans at both field and headquarters levels to address these issues.
2. **Resources to Address Security:** InterAction members shall make available appropriate resources to meet these minimum operating security standards.
3. **Human Resource Management:** InterAction members shall implement reasonable hiring policies and personnel procedures to prepare staff to cope with the security issues at their posts of assignment, support them during their service, and address post assignment issues.
4. **Accountability:** InterAction members shall incorporate accountability for security into their management systems at both field and headquarters levels.
5. **Sense of Community:** InterAction members shall work in a collaborative manner with other members of the humanitarian and development community to advance their common security interests.