



Netherlands Institute

for

Human Rights and Medical Assessment

(iMMO)

**Core Document**

**Mission, Vision, Values**

This document describes the mission, vision and values of iMMO. Its content is a synthesis of earlier, more scattered documentation. Board Members, Chief Executive, Associates and Assessors have all participated in its generation.

The document provides a description of what iMMO currently is ('*Is*') and of what iMMO seeks to become ('*So*'). It intends to offer guidance and inspiration for all policy decisions, decisions on specific issues and themes and the design and execution of operations in iMMO. The document also serves as a means for communication and accountability with regard to third parties.

Resolved by the Board: February 20<sup>th</sup> 2012

## Mission

Core task:  
professional  
judgment and  
knowledge  
transfer

iMMO contributes to the protection of human rights, especially by making medical assessments of suspected victims of torture and inhumane treatment and the transfer of expertise thereof. This is done especially in the context of a procedure for asylum seekers.

## Vision

*Noblesse  
oblige*

iMMO regards the timely and appropriate recognition of victims of torture and inhumane treatment, especially in the context of a procedure for asylum seekers, as a public and moral cause of honor, given letter and spirit of the Netherlands legal order and the humanitarian tradition of our country. iMMO seeks to play a valuable, charitable role in this.

One  
independent  
institute

The timely and appropriate recognition of victims of torture and inhumane treatment requires the development of expertise and a disciplined organization. These are best realized in an independent institute that specializes in this field and that unites all relevant professional disciplines in an integrated operational process.

Policy neutral

Government policy may be described as '(more or less) strict but just'. iMMO holds no position on the 'more or less strict', but seeks to contribute to the 'just' by way of its expertise.

Body of free  
lance  
assessors

iMMO uses free lance professionals – especially physicians and psychologists – who possess the required knowledge and expertise and who commit themselves on a voluntary basis. The relationship between iMMO and these professionals – the assessors – distinguishes itself by permanence, shared vision and mutual respect. Assessors are trained by iMMO and, within the procedures, formats and protocols of iMMO, perform assessments working independently within the framework of their professional responsibility and report their findings to iMMO.

No  
medicalisation

iMMO opposes the medicalising of procedures for recognizing suspected victims of torture and inhumane treatment, especially in the context of a procedure for asylum seekers, and guards against this in its own operations. 'Fals negatives' (persons not recognized while they should) are an even problem as 'false positives' (persons recognized as a victim who are not).

Fiduciary  
institution

iMMO is a fiduciary institution, high demands are made with regard to its integrity and confidentiality. In iMMO sensitive information about persons is exchanged, revelation of which could cause damage to iMMO and the parties concerned. Much of this information is confidential because of professional ethics.

Positioning:  
discourse

For a segment of the asylum seekers the assessments of iMMO are a necessary addition to the existing medical assessments, which are limited to the detection of medical impairments that bear on the interaction with asylum seekers in the asylum procedure and on the decisions to be made therein. iMMO defines its relationship with other actors in the reception, assessment and treatment of victims of torture and inhumane treatment as a discourse. Other actors are not for belittlement of to be fought against; iMMO aspires to be a partner in a mutual process of improvement, having a fair and just implementation of human rights as an orientation.

Public domain

The ultimate goal of iMMO – protection of human rights – is best served with the distribution of available knowledge and expertise. All constitutive documents of iMMO are available for free on iMMO's website. Every citizen and every institution may use the content freely for any reasonable purpose.

During the project phase (2012-2014) iMMO is financed mostly by the founding

Moving to regular reimbursement

organizations and a number of charitable foundations and the disinterested contribution of the assessors. The ultimate goal of iMMO is to have a sustainable reimbursement from public resources based on a business model of fee for service.

## Missionary goals

Mature in five years

In accordance with demand and capabilities iMMO in five years time wants to be able to annually assess all persons who are eligible for this assessment. Calculations are made that this refers to 10 % of the asylum seekers, of which around 2/3 will qualify for a medical assessment. In accordance with this timeframe iMMO wants to perpetuate and expand the pool of assessors to reach and maintain an adequate size.

Knowledge institution

iMMO intends to be a knowledge institution, contributing to the acquisition and distribution of knowledge and expertise on victims of torture and inhumane treatment. This comprises the relay of experiences from assessments (within the boundaries of confidentiality), offering advice and consultation, offering training, especially with regard to the triage for an assessment by iMMO and the publication of (trend) reports, annual reports and other documents.

Fiduciary institution

iMMO intends to be a fiduciary institution for the victims of torture and inhumane treatment themselves, for all parties involved in the reception, assessment and treatment of those victims and for society in general. iMMO aims at having its judgment accepted by all parties concerned as an authoritative professional expert advice and at having the option of forensic medical assessment guaranteed as a part of the procedure for asylum seekers.

Active member international community

iMMO intends to be an active member of the international community of institutions involved with the reception, assessment and treatment of victims of torture and inhumane treatment. iMMO seeks to learn from others, make itself accountable, help and assist other organizations and contribute to the further development of the field of expertise

Pride

Associates, assessors and other volunteers must be able to be proud of iMMO and of their contribution in achieving a more humane society by means of their work for iMMO. The same goes for the charitable foundations and other organizations that support iMMO.

Self-supporting, not for profit

iMMO works not for profit and after the project phase (2012-2014) intends to be financially self supporting, reimbursed from public resources based on a business model of fee for service

## Core Values

iMMO and all those affiliated with it will in their attitude and conduct, towards colleagues, assessed persons, organizations and all that iMMO meets professionally, be guided by the core values written down below.

Objective professionalism is 'true north'

iMMO intends to distinguish itself primarily by the objective professionalism of its judgment and judging process. Professionalism is inherent in all aspects of the operations, e.g. expertise and skills, conduct, disciplined organization and information transfer to all parties concerned.

Independent and upright	iMMO does not intend to serve particular interests. Neither those of the asylum seeker, nor those of governmental authorities or healthcare institutions. Assessors and associates have no interests of their own in the advice iMMO produces.
Respect	iMMO treats the assessed persons with due respect. iMMO especially keeps an open mind with regard to variation in expression of and coping with torture and inhumane treatment as a result of cultural differences and unique personal attributes. iMMO is aware that a respectful attitude contributes to the healing process.
Presumption of good faith	iMMO engages private and government institutions and their associates with a presumption of good faith. iMMO sees these institutions and their associates as responsible and committed unless proven otherwise. Institutions and their associates may rely on iMMO respecting the confidentiality with regard to persons and issues.
Conscientious	iMMO reaches its judgment in a conscientious fact-based manner and with professional distance. iMMO is fair and equitable in forming its judgment. iMMO keeps a critical eye on its own performance and its own restrictions. iMMO guards against conflicts of interest.
Sharing	iMMO shares its knowledge and experience generously with others. The ultimate goal is a more humane reception of victims of torture and inhumane treatment. All constitutive documents of iMMO are made available in the public domain. Every citizen and every institution may use the content freely for any reasonable purpose. iMMO develops a cost-efficient training program for transfer of expertise.
Open and learning	iMMO works with trained professionals and with application of accepted standards. iMMO is an open organization, knows of no dogmas, is receptive to new developments, is open about its own mistakes and willing to learn from them. iMMO continuously works on enhancing its professionalism in connection with proven and robust developments in the field.
Constructively critical	iMMO has a constructively critical stance towards policy makers and other actors in the reception, assessment and treatment of victims of torture and inhumane treatment. iMMO is unequivocal in its assertions. iMMO does this with tact but will not veil its findings and – if no amends are forthcoming – will confront other parties.
Wisdom, not pettiness	iMMO works heart and soul for human rights, especially with regard to victims of torture and inhumane treatment. iMMO has an eye for visible and measurable but also for imponderable issues. The full reality cannot be captured in linear reductionist flow diagrams and protocols. iMMO always takes this into account. Wisdom goes before pettiness.