

NATIONAL HUMAN RIGHTS ORGANISATION

Registered by Government of India (NCT of Delhi) under Trust Registration Act 1882.

Registration Number:11/2020

Works under Constitution of Republic of India.

Registered in NITI Aayog; UID DL12020/0251664

An ISO - 9001-2015 & 26000-2010 Organisation

Partnered with UNDESA (United Nations Department of Economic & Social Affairs)

Ref. No.: NHRO/WB/EM/2026-015

Date: 20.12.2025

KATHAN DAS

S/O : N/A

ADDRESS: WROD NO 18 RADHA KRISHNA ROAD KISHANGANJ,
KISHANGANJ, BIHAR - 855107

APPOINTMENT LETTER

Dear KATHAN DAS,

We are pleased to inform you that you have been appointed as an **Member** of the **National Human Rights Organisation (NHRO)**, subject to the terms and conditions outlined in this letter and the attached Annexure-A. This appointment shall be **effective from 20.12.2025**.

As an Member, you shall work in close coordination with the Organisation to support its objectives, activities, and initiatives in the field of human rights awareness, advocacy, and organisational development.

Terms of Appointment:

1. Nature of Association

Your role as an Member is honorary and organisational in nature. No fixed salary is payable. Any reimbursements, allowances, or expenses shall be subject to actuals and prior approval of the Organisation, as per its internal policies.

2. Place of Posting

You shall be primarily associated with

BIHAR

, and may represent the Organisation in activities, programs, and initiatives as assigned by the Organisation from time to time.

3. Roles & Responsibilities

As an Member, you are expected to:

- Act as a responsible representative of NHRO
- Uphold the values, vision, and code of conduct of the Organisation
- Participate in organisational activities, meetings, and initiatives as required

NATIONAL HUMAN RIGHTS ORGANISATION

Registered by Government of India (NCT of Delhi) under Trust Registration Act 1882.

Registration Number:11/2020

Works under Constitution of Republic of India.

Registered in NITI Aayog; UID DL12020/0251664

An ISO - 9001-2015 & 26000-2010 Organisation

~~Partnered with UNDESA (United Nations Department of Economic & Social Affairs)~~

- Assist in awareness programs, reporting, and coordination as assigned

4. Governance & Conduct

Your membership shall be governed by the policies, rules, regulations, and code of conduct of the National Human Rights Organisation, as applicable and amended from time to time.

NATIONAL HUMAN RIGHTS ORGANISATION

Registered by Government of India (NCT of Delhi) under Trust Registration Act 1882.

Registration Number:11/2020

Works under Constitution of Republic of India.

Registered in NITI Aayog; UID DL12020/0251664

An ISO - 9001-2015 & 26000-2010 Organisation

Partnered with UNDESA (United Nations Department of Economic & Social Affairs)

5. Tenure & Termination

Your association shall continue unless terminated by either party. The Organisation reserves the right to suspend or terminate the membership without prior notice in case of misconduct, breach of trust, violation of organisational rules, or actions detrimental to the Organisation's reputation or objectives.

6. Good Faith & Disclosure

This appointment is based on the information provided by you in your membership application. If any information is found to be false, misleading, or incomplete at any stage, the Organisation reserves the right to cancel the membership without notice.

We welcome you to the National Human Rights Organisation and look forward to a mutually rewarding association.

Yours faithfully,

Authorized Signatory

National Human Rights Organisation

Enclosed:

Annexure A (Terms & Conditions)

ACCEPTANCE/DECLARATION

I have read and understood the terms and conditions mentioned in the appointment letter and Annexure A and undertake to abide by them.

Signature:

Date: 20.12.2025

NATIONAL HUMAN RIGHTS ORGANISATION

Registered by Government of India (NCT of Delhi) under Trust Registration Act 1882.

Registration Number:11/2020

Works under Constitution of Republic of India.

Registered in NITI Aayog; UID DL12020/0251664

An ISO - 9001-2015 & 26000-2010 Organisation

Partnered with UNDESA (United Nations Department of Economic & Social Affairs)

Annexure-A: Terms & Conditions of Executive Membership

1. Working Engagement

The time commitment and participation shall be as per organisational requirements and assigned responsibilities.

2. Transfer & Reassignment

The Organisation reserves the right to reassign responsibilities or areas of operation based on organisational needs.

3. Training & Orientation

You may be required to participate in training, orientation, or briefing sessions as deemed necessary by the Organisation.

4. Intellectual Property

Any work, content, or material created during your association with NHRO in an official capacity shall remain the property of the Organisation.

5. Confidentiality

You shall maintain strict confidentiality regarding all organisational matters, documents, communications, and internal information.

6. Communication

Official communication shall be conducted through registered email or official communication channels of the Organisation.

7. Use of Organisational Resources

Organisational resources shall be used strictly for official purposes only.

8. Meetings

Attendance in meetings, whether physical or virtual, as notified by the Organisation, is mandatory unless otherwise excused.

9. Authority & Representation

No Executive Member shall act, commit, or represent the Organisation in any legal, financial, or contractual matter without written authorisation.

10. Code of Ethics

You shall conduct yourself with integrity, professionalism, and respect, ensuring that your actions do not bring disrepute to the Organisation.

Warm Regards

NATIONAL HUMAN RIGHTS ORGANISATION

Registered by Government of India (NCT of Delhi) under Trust Registration Act 1882.

Registration Number:11/2020

Works under Constitution of Republic of India.

Registered in NITI Aayog; UID DL12020/0251664

An ISO - 9001-2015 & 26000-2010 Organisation

Partnered with UNDESA (United Nations Department of Economic & Social Affairs)

Ravi Jaiswal
National President
National Human Rights Organisation

Website: nhro.org.in

Email: info@nhro.org.in

Registered Office: R-25, East Vinod Nagar, New Delhi - 110091
Head Office: 3A, Narasingha Avenue, 2nd Floor, Kolkata - 700074