

Ethical Standards for Promoting Human Rights in Armed Police Force, Nepal

Bishnu Musikhwal^a 

vishnumusikhwal@gmail.com

DOI: <https://doi.org/10.3126/japfcsc.v8i1.77604>

Article History:

Received: 24 December 2024

Accepted: 2 March 2025

Published: 20 April 2025

Keywords:

Ethics, ethical standard, human rights, human rights protection, Armed Police Force, Nepal

To cite this article:

Musikhwal, B. (2025). Ethical standards for promoting human rights in Armed Police Force, Nepal. *Journal of APF Command and Staff College*, 8(1), 136-160. <https://doi.org/10.3126/japfcsc.v8i1.77604>

To link to this article:

<https://doi.org/10.3126/japfcsc.v8i1.77604>

Corresponding Editor

Ramesh Raj Kunwar
kunwar.sangla2@gmail.com

Abstract

Armed Police Force, Nepal demonstrates a strong commitment to ethical standards for human rights protection, as evidenced by the implementation of a zero-tolerance policy toward human rights violations, sexual and gender-based violence, corruption, and the adoption of national and international human rights instruments. This study analyzes the role of APF, Nepal in upholding ethical standards for human rights protection and intends to evaluate effective strategies for promoting ethical conduct and human rights within its operational framework. To achieve this, a qualitative case study approach with a descriptive research design has been employed, involving interviews with six key informants to explore ethical policing and human rights issues. Findings reveal that ethical standards are deeply embedded in APF's operations, ensuring accountability, transparency, and respect for human rights. By implementing human rights training, community engagement initiatives, and modern policing technologies, APF, Nepal fosters public trust and ensures ethical, professional, and legally compliant security operations. The introduction of body-worn cameras, non-lethal weapons, and scenario-based ethical training

enhances responsible policing while minimizing excessive force. By strengthening ethical policing practices, APF, Nepal ensures fairness, public confidence, and adherence to human rights frameworks, reinforcing its role as a responsible security force committed to protecting both national security and human dignity which ultimately supports in achieving national aspiration of “Prosperous Nepal, Happy Nepali”.

Introduction

Ethical standard is the foundation of law enforcement, guiding officers in the responsible exercise of their authority. Given the significant powers entrusted to them by the state, security personnel must uphold the highest standards of integrity and professionalism. The public rightfully expects law enforcement to demonstrate unwavering ethical conduct, even in the most challenging and complex situations. By maintaining integrity and accountability, security forces can foster public trust and ensure justice in all aspects of their operations (MacVean et al., 2012). Security forces have a greater responsibility to remain accountable to citizens, requiring them to perform their responsibilities with professionalism, honesty, courtesy, and integrity. They must avoid unethical behavior that undermines societal values. Ethical standard in security service is essential to uphold moral principles, obligations, and standards that guide government officials in their daily duties. Ethical standard in the security forces is vital for upholding the rule of law and promoting justice (Moloisi & Mukonza, 2019).

Human rights, regarded as the cornerstone of modern democratic societies, are fundamental entitlements every individual possesses inherently, without distinction (Erhan, 2023; Leigh et al., 2008). Security forces, especially within law enforcement, play a crucial role as protectors of these rights, ensuring that people can enjoy their freedoms safely (Barabash et al., 2022). However, these entities can also become violators of human rights, especially when they exercise power without restraint, thereby breaching the very principles they are meant to uphold (Azeez, 2011).

Established in 2001, the APF, Nepal has taken on the responsibility of maintaining peace and shielding the citizens from any harm. The APF upholds this commitment with a strict zero tolerance policy towards human rights violations, sexual and gender-based violence, and corruption (Armed Police Force [APF], Nepal, 2025). Compliance with national legislation, international conventions, and human rights treaties such as the Universal Declaration of Human Rights (UDHR) and the Geneva Conventions ensures that APF personnel operate within legal and ethical boundaries (Bam et al., 2020). The APF has taken steps to integrate human rights into its operational framework through internal

mechanisms such as Human Rights Cells and specialized training programs (Bam et al., 2020; Karn & Chapagai, 2018).

The principles of integrity, honesty, and impartiality guide the actions of APF personnel, ensuring that their duties are performed with fairness and transparency (APF, Nepal, 2025). By integrating ethical standard and human rights-based policing strategies, APF enhances community relations, mitigate conflicts, and strengthen its role as a protector of citizens rather than an enforcer of authority. Embedding ethics and human rights in the operational framework of the APF, Nepal, is essential for sustaining public confidence and international credibility. A well-trained, ethically guided, and human rights-conscious police force not only ensures national security but also upholds democratic values, paving the way for a just and harmonious society (APF, Nepal, 2025).

This study aims to examine the role of APF, Nepal in upholding ethical standards for human rights protection. The study also intends to evaluate effective strategies for promoting ethical conduct and human rights within the APF's operational framework. Furthermore, it seeks to enhance both the professionalism of security practices and the protection of human rights in Nepal so that it contributes to enhancing security effectiveness, ethical standard and human rights safeguards in Nepal.

Review of Literature

Ethical standards are principles that promote values like trust, fairness, honesty, and respect, guiding individuals and organizations in their conduct. Often formalized in a code of ethics, they serve as a framework for distinguishing right from wrong in a given context, outlining expected moral behavior (IGI Global, 2025). Ethics is a mass of moral principles or sets of values about what conduct should be or not to be. It may be specified by a written and unwritten set of codes or principles governing a profession (Steiner, 1975). Ethical behavior refers to conduct that is deemed fair and just, guided by ethical principles and in compliance with established laws and regulations (Osimen & Aisedion, 2021). Ethical policing and professional standards are becoming increasingly crucial in modern law enforcement. Historical cases of misconduct, including evidence fabrication, interference with justice, and unethical relationships with external entities, have underscored the need for integrity in policing. Numerous inquiries have highlighted systemic failures in addressing malpractice, emphasizing the necessity for structured mechanisms to uphold ethical standards (MacVean et al., 2012).

The primary responsibility of every law enforcement official is to serve humanity by protecting lives and property. They must defend the innocent from oppression and

intimidation, uphold the safety of peaceful individuals against violence and unrest, and ensure the constitutional rights of all people to liberty, equality, and justice are respected (Osimen & Aisedion, 2021). Ethical policing in security forces is crucial for maintaining public trust and upholding democratic values. Security forces have significant powers that can impact civil liberties, necessitating a code of professional ethics to guide their conduct (Osimen & Aisedion, 2021). The police role is paradoxical, as they are granted powers that may infringe on rights to protect those same rights (Kleinig, 2018). Unethical behavior in policing often stems from organizational culture, with officers rationalizing misconduct while maintaining a moral self-image (Prinsloo & Kingshott, 2004). Ethical decision-making is particularly crucial during crisis situations, where officers must balance operational demands with humanitarian considerations. Establishing a strong ethical foundation within the force fosters discipline, reduces misconduct, and enhances cooperation with the civilian population, thereby reinforcing national security efforts (MacVean et al., 2012). In Bangladesh, despite a history of achievements, the police face accusations of power abuse, misconduct, and human rights violations (Adil, 2020). To address these issues, a comprehensive ethical framework is needed, considering various philosophical approaches and balancing the need for effective policing with respect for individual rights and societal expectations (Prinsloo & Kingshott, 2004; Kleinig, 2018).

Human rights are fundamental, universal entitlements that all people possess inherently as humans, safeguarding them against violations of their freedom and dignity (OHCHR, 2024; CeLRRd, 2004). Human rights are related to life, liberty, equality and dignity of a person provided by the Constitution and other prevailing laws and this term also includes the rights contained in the international treaties regarding human rights to which Nepal is a party (National Human Rights Commission Act, 2012). These rights are indivisible and interdependent, including civil, political, economic, social, and cultural dimensions (Serrano et al., 2004). Stemming from ancient traditions, contemporary notions of human rights originated from pivotal texts like the Magna Carta (1215) and were notably influenced by occurrences such as the French Revolution (1789) and the creation of the United Nations post-World War II (Khanday & Ganai, 2022). The year 1948 saw the significant event of the adoption of the Universal Declaration of Human Rights (UDHR), establishing worldwide benchmarks for safeguarding human rights (Ciampi et al., 2024; OHCHR, 2024). In Nepal, important progress was made by putting an end to cruel practices and creating several constitutions that prioritize gender equality, minority rights, and inclusive development (Lamichhane, 2020; Dhakal, 2024). Today, international treaties and national frameworks continue to enhance human rights protections globally and within Nepal, ensuring fair and equal treatment for all (Greenwood et al., 2010).

Human rights obligations are a distinct category of international law that impose responsibilities on states and other actors to respect, protect, and fulfill human rights (Mégret, 2009). These obligations have a special character, extending beyond traditional state boundaries and encompassing global responsibilities (Pribytkova, 2020). Nepal has made substantial progress in implementing human rights protections through its legal and institutional frameworks (National Human Right Commission [NHRC], 2022). The Constitution of Nepal ensures 31 fundamental rights (Constitution of Nepal, 2015), and also ratifies various important international agreements, such as the Universal Declaration of Human Rights, which obligates Nepal to follow worldwide human rights norms. Domestic laws such as the Nepal Treaty Act (2047), the Compensation Relating to Torture Act (2053), and the National Human Rights Commission (NHRC) Act (2068) uphold these obligations by creating channels to address rights infringements and provide redress to victims (Giri, 2022).

Specialized laws further protect vulnerable groups, including women, children, and marginalized communities, while acts like the Public Health Service Act (2075) and Social Security Act (2075) enhance social welfare. Institutional bodies, such as the NHRC and other national commissions, actively monitor rights adherence, investigate violations, and propose corrective measures to the government. Together, these frameworks and bodies exemplify Nepal's dedication to safeguarding human rights and ensuring justice for all citizens (Laad & Siraj, 2019).

APF, Nepal was established on October 24, 2001, amidst the escalating armed conflict, to enhance internal security and maintain public order (APF, Nepal, 2001). Formed under the Ministry of Home Affairs, the APF was tasked with protecting life, property, and citizens' liberty, thereby becoming a cornerstone of Nepal's national security strategy (Timilsena, 2021). The APF's responsibilities extend across diverse security operations, including counter-terrorism, riot control, border security, and it provides essential disaster response assistance due to Nepal's vulnerability to natural calamities like earthquakes and floods. The APF also protects VIPs, government officials, and critical national infrastructure, offering support to the military if needed (APF, Nepal, 2001). Reflecting its commitment to public welfare with the application of ethical policing, the APF plays a key role in safeguarding human rights by ensuring citizen safety and upholding security and order across the nation.

Nepal's security forces face comparable challenges, particularly in counterinsurgency settings, where concerns over forced disappearances and lack of redress for families persist (Thapa et al., 2020; Karn & Chapagai, 2018). Addressing these issues requires systemic

reforms to security forces, a stronger adherence to international human rights and ethical standards, and robust accountability measures to curb abuse (Sprincean & Catan, 2021; Rajkumar, 2005). Scholars emphasize that while security is vital for protecting human rights, the methods used must align with human rights principles to prevent abuses (Hoang, 2006). This balance is complex, particularly in contexts like law enforcement, peacekeeping, and counter-terrorism, where operational imperatives may risk rights violations (Alonso & Reinares, 2005).

A balanced approach is essential to uphold ethical standard and human rights while ensuring internal security. The World Report (2023) emphasizes that countries should incorporate ethics and human rights into policy frameworks and collaborate globally. In Moldova, police regulations mandate respect for human dignity and prohibit torture and discrimination (Erhan, 2023), while NCWA (2022) and Barabash et al. (2022) call for public awareness and clear law enforcement principles to build a rights-respecting society. Thapa (2020) has highlighted the need for providing clear guidelines and extensive training to armed police forces on human rights standards, ethical conduct, and responsible use of force which includes training on handling protests, crowd control, and peaceful resolution of conflicts. Greenwood & Lee (2020) has suggested that it is imperative that the government of Nepal ensures that the security forces operate within the bounds of national and international human rights laws, and that accountability mechanisms are strengthened to address past and prevent future human rights violations. Enhancing accountability and transparency, involving civil society in policy planning, and coordinating with international organizations are essential to create a human rights-friendly environment (Adeakin, 2016). These strategies underscore the need for ethical standard, robust training, well-defined guidelines, and public education to maintain security without compromising human rights.

Bryden and Hernandez (2016) have mentioned that finding a balance between protecting human rights and ensuring internal security is a complex task that demands a subtle strategy. Implementing ethical standards, rules and policies to protect human rights and maintain the law, establishing clear accountability systems for security operations, providing comprehensive human rights training for security personnel, involving civil society and local communities in security planning to prioritize people's needs and rights, collaborating with international organizations can create a safe environment that respects human rights and effectively deals with domestic issues.

Despite the available literature addressing different aspects of ethical standard and human rights issues in Nepal, there is a noticeable gap in scholarly research specifically focusing on the ethical standard policies and human rights protection in APF, Nepal. It is

crucial to address this research void to inform policy making and ensure the ethical standard and protection of human rights in Nepal within the security governance framework. This study seeks to fulfill this gap by conducting a detailed examination of the APF's operational practices and their impact on ethics and human rights.

Research Methodology

This study employs a qualitative research approach to investigate the ethical standards for human rights protection in APF, Nepal. It follows a descriptive research design and utilizes case study and thematic analysis techniques to gain insights into the complexities of ethics and human rights issues within the context of APF operations. Primary data are collected through structured and unstructured interviews with six key informants, including human rights officers, lawyers, and APF officers, utilizing convenience sampling for participant selection. Secondary data are sourced from academic literature, annual reports, legal documents, and gray literature to comprehensively address the research gap. Data analysis is conducted using an interpretative epistemological approach, identifying recurring themes and patterns in ethical standard and human rights protection, and employing NVivo software for qualitative data management. The study aims to identify the ethical policies and standard for human right protection in APF, Nepal. It also aims to assess successful approaches for fostering ethical behavior and upholding human rights within the operational structure of the APF, Nepal.

Findings and Discussion

APF, Nepal has implemented a zero-tolerance policy toward human rights violations, aligning its operations with both national and international human rights standards.

APF, Nepal in Ethical Policing

Ethical policing in APF, Nepal, is a cornerstone of its law enforcement and security operations, ensuring professionalism, integrity, and respect for human rights. Ethical policing is fundamental to maintaining public trust, upholding the rule of law, and ensuring the protection of human rights. With responsibilities ranging from border and internal security to disaster response and counterinsurgency operations, the APF, Nepal operates in complex environments where ethical decision-making is critical (APF, Nepal, 2025). Adherence to ethical standards requires integrity, accountability, and impartiality in law enforcement actions, ensuring that security measures do not compromise human rights (Molosi & Mukonza, 2019).

APF, Nepal, upholds the highest ethical standards in alignment with its motto: Peace, Security, and Commitment. By maintaining peace, APF, Nepal ensures impartial

law enforcement, respecting human rights and preventing unlawful actions such as arbitrary detention or excessive use of force. In security, APF, Nepal adheres to the rule of law, ensuring public safety through disciplined operations while maintaining accountability and transparency in its actions. APF, Nepal actively contributes to national progress by engaging in humanitarian assistance, disaster response, and infrastructure security, demonstrating its commitment to ethical governance and public welfare. Ethical leadership, professionalism, and integrity are at the core of APF's operations, ensuring that every officer upholds justice, fairness, and service to the nation. Through established policies, adherence to legal frameworks, and continuous ethical reinforcement, APF, Nepal remains dedicated to fostering trust and accountability while fulfilling its duty to the people (APF, Nepal, 2024, 2025).

APF, Nepal follows a zero-tolerance policy against corruption, abuse of power, and human rights violations. This policy mandates strict action against personnel involved in misconduct, reinforcing accountability at all levels (APF, Nepal, 2024, 2025). The APF, Nepal conducts regular training on ethical decision-making, human rights, and professional conduct, equipping its officers with the knowledge and skills necessary to perform their duties responsibly. By maintaining a zero-tolerance approach, the APF aims to eliminate unethical practices and build public trust in its operations (APF, Nepal, 2025).

APF, Nepal has established a Monitoring and Grievance Management Unit that ensures accountability within the force. This unit is responsible for investigating complaints from the public, monitoring police behavior, and recommending corrective actions when ethical breaches occur. The grievance mechanism allows civilians to report misconduct, ensuring that complaints are addressed fairly and promptly. Additionally, the unit plays a crucial role in policy development, ensuring that APF's ethical guidelines align with national and international human rights standards. Regular inspections, audits, and independent evaluations help in maintaining discipline and ethical conduct across APF units (APF, Nepal, 2022).

Another key initiative is the Disciplinary Tracking and Action Unit, which monitors and records the professional conduct of unit commanders. This unit keeps track of any disciplinary actions taken against officers, ensuring a structured and transparent approach to accountability. It maintains records of ethical violations, evaluates patterns of misconduct, and recommends policy reforms to prevent future infractions on the basis of unit progress reporting system and disciplinary tracking and action unit report. The unit also works closely with leadership to ensure that disciplinary measures are effectively implemented, reinforcing a culture of responsibility within the force. These initiatives promote

transparency, discourage misconduct, and reinforce public trust. Ensuring that disciplinary actions are impartial further aligns APF's practices with ethical law enforcement standards (APF, Nepal, 2022).

APF, Nepal, upholds high ethical standards in law enforcement, ensuring that human rights and legal procedures are strictly followed. In adherence to article 8 of the UDHR, APF, Nepal ensures that no individual is subjected to arbitrary arrest, detention, or exile. Similarly, Article 20 of the Constitution of Nepal guarantees that no person shall be detained without being informed of the grounds for such an arrest, reinforcing transparency and accountability in legal procedures (Constitution of Nepal, 2015).

In addition, section 2 of the APF Act, 2001 grants APF officers the authority to search a suspected person, including within a house, land, or vehicle. However, any person arrested under these provisions must be handed over to the local police, ensuring that due legal process is followed (APF, Nepal, 2001). Additionally, Rule 163 of the APF Rules, 2015 explicitly requires that an arrest notice be provided to the suspect or offender, further strengthening the commitment to procedural fairness and justice (APF, Nepal, 2015).

APF, Nepal, upholds strict ethical standards in the use of force and firearms, particularly in riot control and other emergency situations to maintain peace and order. APF, Nepal follows established rules of Local Administration Act, 2028 on the use of force and firearms, ensuring that actions are proportionate, necessary, and in compliance with national and international legal frameworks. APF, Nepal adheres to key principles of the use of force, ensuring that security operations align with national laws and international human rights standards. The principle of legality mandates that any use of force must have a legal basis, ensuring compliance with the Constitution of Nepal, the APF Act, and relevant human rights conventions. Necessity dictates that force is applied only when absolutely required to achieve a legitimate security objective, with an emphasis on minimizing harm. Proportionality ensures that the level of force used is appropriate to the threat posed, preventing excessive or arbitrary actions. Accountability is maintained through strict oversight, with disciplinary measures in place to address any misuse of force. Additionally, precaution is emphasized, prioritizing de-escalation techniques and non-lethal measures such as verbal warnings and negotiations before resorting to force. By integrating these principles, APF, Nepal ensures that force is applied responsibly, balancing national security needs with public trust and human rights protection. By integrating these principles, APF, Nepal upholds ethical law enforcement, balancing national security with the protection of human rights, and fostering public trust in its operations (APF, Nepal Human Right Cell, 2024; National Human Rights Manual for Security Forces, 2013).

In maintaining respect for human dignity, APF, Nepal ensures due respect to elders, children, and women during search operations. In adherence to the Civil and Criminal Procedure Code 2074, female officers are specifically assigned to search women, ensuring that legal and ethical standards are maintained. This practice reinforces APF, Nepal's commitment to human rights, gender sensitivity, and professionalism in law enforcement. By adhering to these legal frameworks, APF, Nepal maintains ethical standards in law enforcement, ensuring respect for human rights, due process, and the rule of law in all its operations.

APF, Nepal is committed to upholding ethical policing by integrating human rights principles into its security operations. Ethical policing within APF, Nepal focuses on accountability, transparency, community engagement, and adherence to national and international legal frameworks. These efforts ensure that law enforcement actions are conducted with integrity while respecting the rights of individuals. A key aspect of ethical policing is strengthening accountability mechanisms (APF, Nepal, 2025).

Human rights training is another essential component of APF's ethical policing approach. With only 43% of personnel currently trained due to retirement and attrition, APF, Nepal is expanding its training programs. By incorporating scenario-based learning and role-playing exercises, APF, Nepal ensures that officers are equipped with practical knowledge on the ethical use of force, detainee rights, and community relations. These training efforts align with the principles set forth in the 1993 World Conference on Human Rights, emphasizing education as a foundation for ethical law enforcement (APF, Nepal Human Right Cell, 2024).

APF, Nepal is implementing policy reforms that establish clear guidelines on arrest procedures, detainee treatment, and proportional use of force. Ethical policing requires inter-agency coordination, and APF, Nepal is addressing past coordination issues with the Nepal Police by improving communication protocols and joint operational frameworks. Additionally, body-worn cameras and other monitoring technologies are being introduced to enhance operational transparency and ensure that actions taken by officers remain ethical and justifiable (APF, Nepal Human Right Cell, 2024).

APF, Nepal also prioritizes community engagement as part of its ethical policing framework. Through community policing initiatives, open feedback mechanisms, and collaboration with human rights advocates, APF, Nepal fosters trust and encourages public participation in security efforts. International training exchanges further help APF, Nepal align with global best practices, reinforcing its commitment to ethical conduct (National Human Rights Manual for Security Forces, 2013). Furthermore, APF, Nepal is modernizing

its equipment and enforcement techniques to ensure compliance with human rights standards. The introduction of non-lethal weapons such as tasers and rubber bullets allows for effective crowd control while minimizing harm. Accessible victim support platforms ensure that individuals can report abuses discreetly, strengthening accountability. APF, Nepal also upholds ethical standards by vetting personnel involved in past violations before assigning them to international missions (National Human Rights Manual for Security Forces, 2013).

The Best Integrity Officer award in APF, Nepal recognizes personnel who demonstrate exceptional ethical standards, integrity, and professionalism in their duties. This initiative promotes a culture of accountability and moral conduct, reinforcing ethical policing within the force. By honoring officers with outstanding integrity, APF, Nepal strengthens public trust and upholds its commitment to transparent and ethical law enforcement (APF, Nepal, 2025). By embedding ethical standard and human rights principles into its operational strategies, APF, Nepal is fostering a just, accountable, and community-centered policing system. Ethical policing remains at the core of its mission, ensuring that security operations not only uphold law and order but also protect the fundamental rights and dignity of all individuals.

APF, Nepal in Human Rights Protection

APF, Nepal plays a crucial role in safeguarding human rights by protecting citizens from criminal activities, maintaining public order, and ensuring respect for human rights. Since its establishment, the APF, Nepal has consistently dedicated itself to upholding the global standards and principles of human rights (APF Human Rights Manual, 2018). The role of APF, Nepal in the protection of human rights are discussed under the following headings:

Human Rights Cell for the Protection of Human Rights

Central Human Rights Cell at the Headquarters, along with a Provincial Human Rights Cell in the Regional Brigade were established on January 13, 2003 to respect, protect, and promote human rights and international humanitarian law, investigate human rights complaints, and provide appropriate recommendations (APF Human Rights Manual, 2018). Whenever APF, Nepal employs forces in situations involving disadvantaged groups, they must adhere to the established norms of human rights law as well as international humanitarian law. To ensure the dissemination of knowledge, APF, Nepal's Human Rights Cell undertakes activities serving as a mentor, monitor, evaluator, and corrector; at the brigade level, there are seven human rights cells performing similar functions (APF, Nepal Human Right Cell, 2024).

Policies for Human Rights Protection

APF, Nepal has implemented comprehensive policies to safeguard human rights. These policies emphasize a zero-tolerance stance on human rights violations and a firm commitment to respecting internationally established human rights values. Human rights topics are integrated into both basic and advanced training curricula, ensuring that all personnel are well-versed in these principles. The APF, Nepal conducts specific training sessions on human rights, promotes awareness of international humanitarian law, and provides specialized instruction on the United Nations' use of force and local laws related to force application. Procedures for using force are clearly outlined and taught. Any incidents of human rights violations are thoroughly investigated, with recommended actions against those found guilty. Additionally, personnel implicated in human rights abuses are denied promotions, foreign training, and opportunities to participate in UN missions. The APF, Nepal also actively coordinates and collaborates with national and international human rights organizations to enhance their human rights protection efforts (APF, Nepal Human Right Cell, 2024).

Provisions of Disciplinary Actions Related to Human Rights Violations in APF Rules, 2015

Rule 105 of Armed Police Rules, 2015, mandates that APF personnel demonstrate awareness of human rights and gender issues, emphasizing the protection of individual dignity and prevention of gender discrimination, fostering an inclusive, respectful work culture (APF, Nepal, 2015).

Rules 112 and 113 of Chapter 13, enforces accountability within the APF by specifying strict disciplinary actions for serious misconduct. Rule 112 authorizes penalties such as salary reductions or demotion for violations related to human rights or gender-based violence. Rule 113 allows removal from service for court convictions on these offenses, though it preserves eligibility for future government employment, ensuring consequences for misconduct while allowing for rehabilitation (APF, Nepal, 2015).

Human Rights Protection Through Human Rights Training and Awareness Programs

APF, Nepal, is integral to protecting human rights within Nepal and in international contexts through rigorous training and adherence to international humanitarian law (IHL). With a mandate to prevent criminal activities and uphold individual rights, APF enforces a strict zero-tolerance policy on human rights violations (Timilsena, 2021). APF's involvement in UN Peacekeeping Missions requires compliance with IHL to safeguard human dignity and respect humanitarian principles, which is supported by targeted IHL training that reinforces human rights obligations (Bam et al., 2020).

Additionally, APF conducts educational programs to raise awareness of human trafficking, providing personnel with essential skills to identify and address trafficking effectively. These combined efforts reinforce APF’s commitment to human rights at both domestic and international levels (APF, Nepal Human Right Cell, 2024).

Table 1
Details of APF Personnel Involved in Human Rights Training and Awareness Program

Fiscal Year	Number of APF Personnel
059-060	50
060-061	27
061-062	1
062-063	73
063-064	42
064-065	305
065-066	158
066-067	6
067-068	11
068-069	65
069-070	1469
070-071	840
071-072	2079
072-073	903
073-074	1222
074-075	336
075-076	581
076-077	17,193
077-078	259
078-079	105
079-080	200
080-081	278
Total	26,203

Source: APF, Nepal Human Right Cell (2024)

Table 1 illustrates the strong dedication of APF, Nepal to safeguarding human rights by implementing thorough training and awareness initiatives on human rights and the use

of force. The data provided reflects the APF, Nepal's systematic approach across different fiscal years, with a participation of 26,203 individuals in these important initiatives. These efforts are crucial in providing APF personnel with the essential knowledge, abilities, and ethical awareness to maintain human rights standards in their operational responsibilities.

Human Rights Protection through Human Trafficking Prevention

APF, Nepal plays a crucial role in combating human trafficking, underscoring its commitment to human rights and the protection of vulnerable individuals from exploitation. By actively participating in the prevention, interception, and prosecution of traffickers, the APF helps to monitor Nepal's borders, where trafficking activities are frequently detected (Bhagat, 2022). Their vigilant presence at border checkpoints enables the interception of individuals at risk of trafficking, resulting in the rescue of many potential victims (Aryal, 2022). Furthermore, the APF's efforts in border security enhance good governance, transparency, and accountability, which are essential in the fight against human trafficking and in maintaining national integrity.

Table 2

Individuals Rescued at Border Checkpoints on Suspicion of Human Trafficking

Years	Number of Rescued Individuals
069-073	76
074-075	49
075-076	31
076-077	36
077-078	192
078-079	120
079-080	127
080-081	170
Total	801

Source: APF, Nepal, Nepal Human Right Cell (2024)

Table 2 highlights the APF's proactive measures at border checkpoints, where they have intercepted and rescued a significant number of individuals suspected of being trafficked. This intervention is a clear demonstration of the APF, Nepal's commitment to safeguarding vulnerable populations and upholding human rights standards.

Human Right Protection Through Departmental Action

According to the National Human Rights Manual for Security Forces (2013), any infringement of human rights is strictly prohibited, and violators face departmental action. The APF adopts a zero-tolerance policy towards human rights violations, aligning its practices with national and international human rights standards. Departmental action serves as a crucial mechanism for promoting accountability within the APF, enabling thorough investigations into reported violations through evidence collection and interviews. Disciplinary measures, such as warnings or terminations, are enforced against those found responsible, reinforcing the message that human rights breaches will not be tolerated. This proactive approach fosters a culture of respect for human dignity and integrity among law enforcement officials, essential for effective human rights protection within the agency. The departmental actions taken against 124 APF personnel which have been implemented in response to reported incidents of human rights issues demonstrates the commitment of APF, Nepal to a zero-tolerance policy (APF, Nepal Human Rights Cell, 2024).

Publications of Human Rights Booklet for APF Personnel

The publication of human rights booklets for APF, Nepal is a significant initiative aimed at enhancing the protection and promotion of human rights within their operations. Notable publications include the Human Rights Protection and Promotion Supportive Guidelines, 2006, Armed Police Force Human Rights Guidelines, 2009, APF Operational Handbook, 2011, what are Human Rights? which outlines the 30 rights in the Universal Declaration of Human Rights, 1948, and the Human Rights Guidelines, 2019 (APF, Nepal Human Rights Cell, 2024). These documents help integrate essential human rights principles into APF's operations and training, ensuring personnel are knowledgeable about both international and national human rights standards. By providing clear operational procedures, the guidelines aim to reduce the risk of human rights violations and establish accountability mechanisms for misconduct. Furthermore, these materials foster a culture of continuous learning within the APF, enhancing the force's professionalism and credibility. This commitment to human rights not only improves operational effectiveness but also bolsters public confidence in the APF's dedication to safeguarding and advancing human rights.

Law enforcement agencies must prioritize ethics as a key component of effective decision-making. Two crucial factors influence this: first, police culture can sometimes foster a disregard for the law among officers; second, strong leadership is essential to transforming this culture (Bittner, 1970; Hunter, 1999). Ethics guide decision-making and, in turn, contribute to effective policing. The most successful officers are those who can resolve conflicts without resorting to physical or lethal force. Ethical standards must be

consistently reinforced in the workplace. A culture of impunity can only be dismantled when organizational leaders strictly enforce rules against corruption while also recognizing and rewarding ethical conduct. Corruption cannot persist under close scrutiny, nor can it thrive in an organization that actively opposes it (Johnson & Cox, 2005).

Ethical policing is essential for upholding human rights, as it ensures that law enforcement operations are conducted with fairness, integrity, and accountability. Without ethical policing, there is a higher risk of abuse of power, excessive use of force, and violations of individual rights, which can undermine public trust and social stability. By adhering to ethical principles, security forces like APF, Nepal can ensure that their actions align with national laws and international human rights standards, protecting civilians from unlawful treatment.

Ethical standards are deeply embedded in APF, Nepal's operations, ensuring professionalism, integrity, and respect for human rights in law enforcement. The findings highlight APF's commitment to accountability, transparency, and human rights protection, which align with fundamental ethical principles. The zero-tolerance policy against corruption and misconduct reinforces integrity by holding personnel accountable for unethical behavior, while the Monitoring and Grievance Management Unit ensures transparency by allowing civilians to report violations, fostering public trust. Additionally, the Disciplinary Tracking and Action Unit strengthens ethical leadership by maintaining records of misconduct and recommending policy reforms. APF's adherence to national and international legal frameworks, including the Universal Declaration of Human Rights (UDHR) and the Constitution of Nepal, ensures lawful arrests, procedural fairness, and the protection of human dignity. The ethical use of force is also emphasized, guided by the principles of necessity, proportionality, legality and accountability, preventing excessive or arbitrary actions. Furthermore, APF integrates human rights training, community engagement, and modern oversight mechanisms to reinforce its ethical commitment. By aligning ethical standards with operational policies, APF, Nepal upholds its mission of peace, security, and commitment, ensuring that law enforcement remains just, fair, and respectful of human rights.

The implementation of ethical standards in APF, Nepal has significantly contributed to protecting and promoting human rights by ensuring accountability, transparency, and fairness in law enforcement. The zero-tolerance policy against corruption and misconduct has reduced instances of unethical behavior, reinforcing internal discipline and public trust. The Monitoring and Grievance Management System has provided civilians with a platform to report human rights violations, fostering greater transparency and responsiveness.

Ethical standards in the use of force have minimized excessive or arbitrary actions, ensuring compliance with human rights laws, while the introduction of non-lethal weapons and advanced training will further prevent unjustified force in the future. Human rights and ethical leadership training have improved officers' understanding of lawful procedures, reducing unlawful detentions, and future expansions in training will enhance ethical decision-making in complex situations. Additionally, APF's alignment with national and international legal frameworks has reinforced procedural justice, and further policy reforms, such as body-worn cameras and automated case tracking, will strengthen evidence-based accountability. By continuously improving these ethical standards, APF, Nepal ensures that law enforcement remains just, transparent, and human rights-centered, securing long-term public trust and operational efficiency.

Effective executive leadership is crucial for police organizations to change the ways they function their operations. The chief's ability to guide the department depends on selecting a capable leader who can foster an environment that serves public needs. Transformational leadership is effective only when the police chief takes a comprehensive approach that aligns the department's vision, goals, and overall development (Johnson, 2001).

The Inspector General of APF, Nepal envisions an organization to be highly professional and trusted security force with the core values of excellence, dedication, courage, respect and integrity. With the mission of protecting life, liberty and property of the people by maintaining peace and order, ethical policing under the IGP's leadership emphasizes adhering to highest organizational ethics and maintaining exemplary personal conduct. APF, Nepal operates with a strict-zero tolerance policy towards unethical behavior, including human rights violations, sexual and gender-based violence and corruption ensuring that APF personnel uphold the highest moral and legal standards. Every officer is expected to uphold honesty, integrity, and professionalism in every aspect of their duties. Transparency and accountability are central to this vision, with mechanisms such as independent oversight bodies, human rights monitoring units, and disciplinary actions reinforcing ethical governance. The IGP prioritizes human rights training, proportional use of force, community-oriented policing like quick impact project ensuring that APF operations align with national and international policing standards. As a role model for ethical behavior, the IGP fosters a culture of discipline, fairness, and responsibility, ensuring that all personnel embody ethical conduct in both national and international security operations (APF, Nepal, 2025).

The Inspector General assures that APF, Nepal is committed to fulfilling the goals of good governance and rapid economic growth by giving concrete form to the 'Prosperous

Nepal, Happy Nepali' vision adopted by the Government of Nepal, considering the country and its citizens as paramount. The vision, goodwill, and belief in establishing an example of integrity, financial discipline, and ethical governance within the organization, while maintaining the essence of the chain of command, can only be achieved with the support and cooperation of everyone. He envisions a strong and resilient organization, emphasizing that leadership must set a precedent of professionalism and ethical conduct by upholding moral integrity. He urges all Armed Police personnel, regardless of rank, to internalize this principle and perform their duties with unwavering dedication. Furthermore, he stresses that personal shortcomings do not exempt individuals from their responsibilities. The organization has established comprehensive policies, procedures, and systems, which all personnel must reflect upon, adhere to, and integrate into their professional conduct to ensure accountability and operational effectiveness.

Key Challenges and Opportunities

Despite APF, Nepal's strong commitment to ethical policing and human rights protection, several challenges hinder its effective implementation. One of the primary challenges is the operational pressure and ethical dilemmas faced by officers in high-risk environments such as border security, internal security, riot control, and disaster management where immediate action is required. In such situations, security imperatives often clash with human rights considerations, such as the proportional use of force, protection of detainee rights, victim's privacy, making it difficult for APF personnel to strictly adhere to ethical standards and human rights protection. Although APF, Nepal adheres to principles of use of force, complexity of real-time decision making, legal ambiguities, lack of non-lethal weapons, absence of modern policing technologies, psychological and emotional strain on APF personnel caused by exposure to continuous stressful working conditions create the challenges in effective implementation of the principles.

The provisions in the Armed Police Regulations, 2072, regarding disciplinary actions for human rights violations and gender issues reflect a strong approach in human rights protection. But without robust mechanisms for transparency and independent oversight, there is a risk that these disciplinary measures might not be applied uniformly or effectively. Therefore, while the regulations are commendable for their strict stance on misconduct, their practical effectiveness hinges on transparent enforcement and consistent application. Departmental action against 124 personnel involved in internal human rights violations is a positive step towards accountability and justice for victims. However, the disproportionate involvement of lower-ranked personnel, with 87%, highlights a significant issue within the force's hierarchy and culture. This disparity suggests potential gaps in training, supervision,

and the internalization of human rights principles among lower ranks. While senior officers presumably receive more extensive training and oversight, the lower ranks might lack the same level of education and accountability mechanisms.

Additionally, while APF, Nepal has trained over 26,000 personnel in human rights, the frequent attrition and retirement of trained personnel diminish the long-term impact of these efforts. The lack of continuous ethical training and the deployment of new recruits in a critical situation further weaken the institutionalization of ethical decision-making in daily operations. The decreasing trend in training since 2077 B.S. is particularly concerning, as it suggests a diminishing focus on human rights education at a time when consistent reinforcement is crucial for maintaining standards. This decline risks eroding the gains made in previous years, leading to potential lapses in adherence to human rights norms among newer personnel. Similarly, the specific training on the United Nations' use of force and local laws related to force application reflects a commitment to lawful and ethical conduct. However, while these policies are robust on paper, the effectiveness of their implementation remains a concern.

Established in 2003, APF's Central and regional Human Rights Cell were key steps towards institutionalizing human rights within the organization. However, a notable lack of transparency such as the absence of a dedicated human rights website hinders public access to APF's policies and actions, which would enhance accountability and public trust. A website would serve as a crucial platform for disseminating information about the human rights policies, guidelines, and activities of the APF, enhancing accountability and public trust. Without such an online presence, it is challenging for the public and other stakeholders to access information, lodge complaints, and monitor the APF's human rights performance. The publication of various human rights booklets by APF, Nepal, represents a significant effort to institutionalize ethical standard and human rights within the APF's operations. However, the true impact of these publications depends on their effective dissemination and implementation. If not actively integrated into daily practices and reinforced through continuous training and accountability mechanisms, the presence of these guidelines alone may not sufficiently assist in promoting ethical standards and human rights protection.

Another major issue is the limitation of accountability and oversight mechanisms. Although APF, Nepal has internal disciplinary units like the Monitoring and Grievance Management Unit and the Disciplinary Tracking and Action Unit, the absence of independent external oversight creates transparency concerns. A publicly accessible platform for reporting and tracking human rights enforcement cases could significantly improve

public trust and reinforce accountability. Moreover, gap in inter-agency coordination and overlapping responsibilities remain a challenge, particularly in working with other law enforcement agencies such as the Nepal Police and the judiciary. Weak coordination often results in procedural inefficiencies, delays in addressing complaints, and gaps in ensuring due process. Strengthening coordination with other law enforcement agencies is necessary for upholding the ethical standards. Field operations also pose ethical challenges, especially in riot control and border security, where allegations of excessive force and procedural lapses continue to surface. Balancing law enforcement duties while maintaining ethical integrity remains a complex task for APF personnel.

Finally, resource and logistical constraints hinder APF's ability to fully implement ethical policing measures. Budget limitations restrict the adoption of modern oversight technologies such as biometric tracking and automated case management systems. Investing in infrastructure and personnel dedicated to ethical governance is necessary for strengthening its ethical foundation and ensuring its law enforcement practices align with national and international human rights standards. Addressing these challenges requires a multi-faceted approach, including continuous ethical training, improved accountability measures, enhanced transparency through dedicated human rights and ethical standards website, greater inter-agency coordination, improved legal clarity, increment in government funding, international partnerships and policy reforms.

Despite these challenges, there are several opportunities for APF, Nepal to strengthen ethical policing and human rights protection. The use of technology, such as body-worn cameras can enhance transparency and reduce instances of misconduct. Expanding scenario-based human rights training, integrating ethical policing into all levels of officer training, and institutionalizing regular refresher courses will help reinforce ethical decision-making across the organization. Strengthening community engagement initiatives, such as public grievance redress mechanisms and public awareness programs, can also enhance public trust and cooperation.

The policy and legal reforms can play a significant role in improving APF's ethical governance. Establishing an independent ethics and accountability commission within APF, increasing transparency in disciplinary actions, and strengthening collaboration with national human rights bodies can create a more accountable security force. Additionally, international cooperation through participation in UN Peacekeeping missions, partnerships with international human rights organizations, and cross-border law enforcement collaborations can help APF, Nepal adopt global best practices in ethical policing and

human rights protection. By leveraging these opportunities, APF, Nepal can reinforce its commitment to ethical law enforcement while ensuring that human rights remain at the core of its operations. Addressing these gaps would promote greater accountability and public trust, enhancing the APF's ability to fulfill its ethical conduct and human rights commitments effectively in both national and international contexts.

Conclusion

APF, Nepal has taken significant steps to integrate ethical standards and human rights protections into its operational framework. The implementation of a zero-tolerance policy against corruption and human rights violations, the establishment of internal monitoring and grievance units, and the inclusion of human rights training in officer education reflect APF's commitment to ethical policing. However, challenges such as operational pressures, lack of continuous training, limited transparency, and gaps in accountability mechanisms indicate that further reforms are necessary to ensure lasting impact. Addressing these challenges requires a strategic approach that strengthens institutional capacity and fosters a culture of integrity and accountability within the force.

APF, Nepal must institutionalize human rights education by ensuring that all personnel, including new recruits and senior officers, undergo continuous training on ethical standards and legal frameworks. The adoption of modern policing technologies, including surveillance and case-tracking systems, can further improve operational transparency and efficiency. Strengthening inter-agency coordination with the Nepal Police, other law enforcement agencies, and human rights organizations will also be crucial in ensuring ethical compliance and effective law enforcement.

Ultimately, ethical policing is not just a legal requirement but a fundamental pillar of APF's credibility, operational effectiveness, and public trust. By continuously refining its policies, training programs, and accountability structures, APF, Nepal can uphold its mission of maintaining security while safeguarding human rights. Ethical governance will not only enhance APF's reputation but also contribute to a more just and rights-respecting society. Moving forward, a consistent and proactive approach to ethical policing will ensure that APF, Nepal remains a responsible and professional security force aligned with Nepal's national aspiration of "Prosperous Nepal, Happy Nepali".

Author Introduction

a. **Bishnu Musikhwal** is an Inspector of Armed Police Force, Nepal.

References

- Adeakin, I. (2016). The military and human rights violations in post-1999 Nigeria: Assessing the problems and prospects of effective internal enforcement in an era of insecurity. *African Security Review*, 25(2), 129–145. <https://doi.org/10.1080/10246029.2016.1148064>
- Adil, M. S. R. (2020). Policing ethics: Context Bangladesh. *Bangladesh Journal of Bioethics*, 11(1), 9–23. <https://doi.org/10.3329/bioethics.v11i1.49192>
- Alonso, R., & Reinares, F. (2005). Terrorism, human rights and law enforcement in Spain. *Terrorism and Political Violence*, 17. <https://doi.org/10.1080/09546550490520727>
- Armed Police Force [APF], Nepal. (2001). *Armed Police Act, 2001*. <http://lawcommission.gov.np/en/wp-content/uploads/2020/armed-police-force-act-2058-2001.pdf>.
- Armed Police Force [APF], Nepal. (2015). *Armed Police Rules, 2015*. Retrieved May 22, 2024, from <https://www.apf.gov.np/uploads/doc/5c4d884c2c2fb.pdf>
- Armed Police Force, Nepal. (2022). *Standard operating procedure of APF, Nepal headquarters and subordinate units*. Secretariat of IGP of APF, Nepal.
- Armed Police Force [APF], Nepal. (2024). *APF Yearbook, 2024*. [Special Publication].
- Armed Police Force [APF], Nepal Human Right Cell. (2024). Action taken against APF personnel involved in human rights violations incidents. [Unpublished].
- Armed Police Force [APF], Nepal Human Right Cell. (2024). APF personnel involved in human rights training and awareness programs. [Unpublished].
- Armed Police Force [APF], Nepal Human Right Cell. (2024). Individuals rescued at border checkpoints on suspicion of human trafficking. [Unpublished].
- Armed Police Force [APF], Nepal. (2025). *APF Yearbook, 2025*. [Special Publication].
- Aryal, R. (2022). Role of Armed Police Force, Nepal in promoting good governance through border security. *Journal of APF Command and Staff College*, 5(1), 1–12. <https://doi.org/10.3126/japfsc.v5i1.49343>
- Azeez, H. A. (2014). Violation of human rights by the police in Kerala: A study. *International Journal of Social Sciences and Humanities Invention*, 1(4). <https://valleyinternational.net/index.php/theijsshi/article/view/21>
- Bam, N., Shrestha, R., Maharjan, R. K., Raj, R. & Kunwar, K. (2020). Importance of international humanitarian law training in Armed Police Force, Nepal. *Journal of APF Command and Staff College*, 3(1), 106–119. <https://doi.org/10.3126/japfsc.v3i1.27532>

- Barabash, O. O., Dobkina, K. R., Blahuta, R. I., Zakharov, V. P., & Kovalska, M. Yu. (2022). Human rights in the activities of law enforcement officials. *Informatologia*, 55(1–2), 53–64. <https://doi.org/10.32914/i.55.1-2.5>
- Bhagat, A. (2022). Trafficking borders. *Political Geography*, 95, 102598. <https://doi.org/10.1016/j.polgeo.2022.102598>
- Bittner, E. (1970). *The Functions of the Police in Modern Society*. U.S. Government Printing Office.
- Bryden, A., & Hernandez, L. (2016). Addressing security and human rights challenges in complex environments. *Business and Human Rights Journal*, 1(1), 135–141. <https://doi.org/10.1017/bhj.2015.3>
- Centre for Legal Research and Resource Development [CeLRRd]. (2004). *Human rights guideline for judicial staffs*. https://celrrd.org/wp-content/uploads/2015/04/4_human_rights_manual_2004_celrrd.pdf
- Ciampi, A., Milas, M., Ananthavinayagan, T. V., Baranowska, G., Rachovitsa, A., Theilen, J. T., Kahl, V., Arévalo-Ramírez, W., & Rousset-Siri, A. (2024). International human rights law. In A. Orakhelashvili (Ed.), *Public International Law: A Multi-Perspective Approach* (pp. 531–541). Taylor and Francis.
- Dhakal, D. (2024). Human rights in Nepal: An analysis. *SSRN*. <https://doi.org/10.2139/ssrn.4740703>
- Erhan, I. (2023). The protection of human rights in the process of maintaining and ensuring public order and public security. *Supremacy of Law*, 1, 87–100. <https://doi.org/10.52388/2345-1971.2022.e1.07>
- Giri, S. K. (2022). Role of the National Human Rights Commission for the protection of human rights in Nepal. *Dristikon: A Multidisciplinary Journal*, 12(1), 144–159. <https://doi.org/10.3126/dristikon.v12i1.46134>
- Government of Nepal. (1990). *Nepal treaty act, 1990*. <https://www.lawcommission.gov.np/en/wp-content/uploads/2018/10/treaty-act-2047-1990.pdf>
- Government of Nepal. (2015). *Constitution of Nepal*. <https://lawcommission.gov.np/en/wp-content/uploads/2021/01/Constitution-of-Nepal.pdf>
- Greenwood, C., & Lee, K. (2020). Dhakal and others v. Nepal government and others. *International Law Reports*, 186. <https://doi.org/10.1017/9781108596800.014>
- Hoang, N. (2006). International human rights law and the protection of the individual's rights in the age of terrorism: The case of the United Kingdom. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.1299204>

- Human Rights Watch. (2024). *World report: India*. <https://www.ecoi.net/en/document/2103154.html>
- Hunter, R. D. (1999). Officer opinions on police misconduct. *Journal of Contemporary Criminal Justice*, 15(2), 155–170. <https://doi.org/10.1177/1043986299015002004>
- IGI Global. (2025). *Ethical standards*. Retrieved February 28, 2025, from <https://www.igi-global.com/dictionary/ethical-standards/60651>
- Johnson, T. A. (2001). *An investigation to determine if the culture and subculture of policing stymie the profession's attempt to reform* (Doctoral dissertation). Wayne Huizenga Graduate School, Nova Southeastern University.
- Johnson, T. A., & Cox, R. W., III. (2005). Police ethics: Organizational implications. *Public Integrity*, 7(1), 67–79. <https://doi.org/10.1080/10999922.2004.11051270>
- Karn, P. K., & Chapagai, R. P. (2018). *Accountability for conflict-era human rights violations in Nepal: An appraisal of strategic human rights litigation*. https://doi.org/10.1007/978-81-322-3724-2_9
- Khanday, Q. A., & Ganai, Z. A. (2022). Historical perspective of human rights: An analysis. *International Journal of All Research Education & Scientific Methods*, 10(03), 107–113. <https://doi.org/10.56025/ijaresm.2022.10301>
- Kleinig, J. W. (2018). Security and Police Ethics. In A. Lever & A. Poama (Eds.), *The Routledge handbook of ethics and public policy* (pp. 91–101). Routledge.
- Kumar, C. R. (2005). Human rights implications of national security laws in India: Combating terrorism while preserving civil liberties. *Denver Journal of International Law & Policy*, 33(2), 195. <https://digitalcommons.du.edu/djilp>
- Laad, A., & Siraj, M. A. (2019). *Abuse of power by the security forces under the garb of law and order maintenance*. <https://ssrn.com/abstract=3545918>
- Lamichhane, B. P. (2020). *International and national instruments and mechanisms of human rights* (Master's thesis). Tribhuvan University.
- Leigh, I., Born, H. (2008). *Handbook on Human Rights and Fundamental Freedoms of Armed Forces Personnel*. OSCE Office for Democratic Institutions and Human Rights.
- MacVean, A., Solf, C., & Spindler, P. (Eds.). (2012). *Handbook of Policing, Ethics and Professional Standards*. Routledge. <https://doi.org/10.4324/9780415630757>
- Mégret, F. (2009). The nature of international human rights obligations. *SSRN*. <https://doi.org/10.2139/SSRN.1472196>

- Moloisi, K. R., & Mukonza, R. M. (2019). Ethical conduct in a provincial government department in South Africa. <https://doi.org/10.33422/2nd.icmrss.2019.09.610>
- National Human Rights Commission [NHRC]. (2012). *National Human Rights Commission Act, 2012*. [https://www.nhrcnepal.org/uploads/law/National+Human+Rights+Commission+Act_\(1\).pdf](https://www.nhrcnepal.org/uploads/law/National+Human+Rights+Commission+Act_(1).pdf)
- Office of the United Nations High Commissioner for Human Rights [OHCHR]. (2024). *What are human rights?* Retrieved May 20, 2024, from <https://www.ohchr.org/en/what-are-human-rights>
- Osimen, G. U., & Aisedion, R. (2021). Ethical issues and security practice in Nigeria: The aftermath of end SARS and the Nigerian Police Force reform agenda. *International Journal of Scientific and Research Publications*, 11(6), 744. <https://doi.org/10.29322/IJSRP.11.06.2021.p11496>
- Pribytkova, E. (2020). What global human rights obligations do we have? *Chicago Journal of International Law*, 20(2), 339–406. <https://chicagounbound.uchicago.edu/cjil/vol20/iss2/15>
- Prinsloo, J., & Kingshott, B. F. (2004). Ethics in policing. *Journal of the South African Society for Greek Philosophy and the Humanities*, 5(1), 49–70. <https://hdl.handle.net/10500/5467>
- Sepúlveda, M., Van Banning, T., Gudmindsdóttir, G. D., Chamoun, C., & van Genugten, W. J. M. (2004). *Human Rights Reference Handbook* (3rd ed.). University of Peace.
- Serrano, E. B., De Mesa, M. M., & Philippine, K. (2004). Human security: A human rights approach to national security. *Philippine Journal of Third World Studies*, 19(1), 37–61. <https://api.semanticscholar.org/CorpusID:154220643>
- Sprincean, S., & Catan, A. (2021). Security implications of human rights promotion policies. *Vector European*, 1. <https://doi.org/10.52507/2345-1106.2021-1.08>
- Steiner, S. (1975). *Principles of Ethics Governing a Profession*. Mayfield Publishers.
- Thapa, R. R., Raj, R., & Kunwar, K. (2020). The guiding principles of police: Use of force. *Journal of APF Command and Staff College*, 3(1), 90–105. https://www.academia.edu/80084045/The_Guiding_Principles_of_Police_Use_of_Force
- Timilsena, S. P. (2021). Role of Armed Police Force, Nepal to protect and promotion of human rights. *Journal of APF Command and Staff College*, 4(1), 120–130. <https://doi.org/10.3126/japfcsc.v4i1.34143>
- U.S. Department of State (2022). *Nepal 2022 human rights report*. <https://surl.li/wgsjvx>