

## **CALL FOR ENVIRONMENTAL CONSERVATION ORGANIZATION**

### **GENDER POLICY**

The purpose of this Gender Policy is to establish guidelines and procedures for promoting gender equality, diversity, and inclusivity within Call for Environmental Conservation Organization. This policy aims to ensure that all individuals, regardless of their gender identity, receive equal opportunities, treatment, and respect throughout the organization.

The organization will not tolerate any form of discrimination, harassment, or unequal treatment based on gender, including but not limited to, gender identity, gender expression, sexual orientation, or pregnancy. All individuals will have equal access to employment, training, promotion, and other organizational opportunities, based solely on their qualifications, skills, and abilities. Gender considerations will be integrated into all aspects of the organization's policies, programs, and activities to address and promote gender equality. Decision-making processes will be inclusive, ensuring diverse perspectives and experiences are taken into account.

Safe and Respectful Workplace, organization will provide a safe and respectful working environment free from any form of harassment, bullying, or intimidation based on gender. Reporting procedures for incidents of harassment or discrimination will be established, ensuring confidentiality, protection, and support for individuals who come forward. Work-Life Balance and Family Support. The organization will strive to create a work environment that supports individuals in achieving a healthy work-life balance, recognizing the different needs and responsibilities individuals may have. Flexible working arrangements, parental leave policies, and childcare support will be provided to assist employees in managing their work and personal responsibilities.

Capacity Building and Training, Training programs will be developed and implemented to raise awareness and promote understanding of gender-related issues, biases, stereotypes, and unconscious bias. Employees and volunteers will be provided with opportunities to enhance their knowledge and skills surrounding gender equality and inclusivity. Data Collection and Analysis. The organization will collect gender-disaggregated data to better understand the composition of its workforce and identify potential inequalities or gaps. Regular evaluation and analysis of data will inform decision-making and enable the organization to measure progress towards gender equality goals.

Senior management will be responsible for the implementation and monitoring of this Gender Policy, ensuring compliance and addressing any issues that may arise. Regular progress reports will be provided to stakeholders, including employees, donors, and the public, to demonstrate the organization's commitment and achievements in promoting gender equality. Compliance with this Gender Policy is mandatory for all employees, contractors, and individuals associated with Call for Environmental Conservation Organization. Failure to comply may result in disciplinary action, termination of employment or contract, and legal consequence.

Upendo Mwakyusa



Executive Director