

GENDER POLICY

Protecting Environment and Children Everywhere – PEaCE

PEaCE is committed to providing a secure and enabling work environment to our employees, a place of work that is gender sensitive and recognizes the role of men and women as equal players, agents and leaders of change in their families, communities and society.

The objectives of this gender policy are:

- a) To espouse the cause of the right to gender equality and right to dignified livelihood.
- b) To foster a social, physical and psychological environment that will enable employees to work productively.
- c) To strive for gender justice at both institutional and programmatic level.
- d) To provide an open and inclusive working environment.

PEaCE defines gender policy guidelines at two levels: Institutional and programmatic.

1. Institutional Level

- a) **Staff Policies:** All staff policies, rules and regulations shall be gender-sensitive and will be reviewed periodically.
- b) **Recruitment:** PEaCE seeks gender balance in staffing. Women candidates will be encouraged to apply for all vacancies including management and leadership positions both at the field and main office.
- c) **Board of Directors:** PEaCE seeks gender balance in its Board of Directors, so as to have proper gender sensitization in all decisions regarding the organization.
- d) **Capacity building for gender sensitization:** We will organize workshops, training programs and discussions for promoting and enabling a gender sensitive work culture. Also, regular trainings will be conducted on awareness and confidence building of field staff, with special focus on women staff.
- e) **Sexual Harassment:** Our Anti Sexual Harassment policy is gender neutral and is in compliance with the [Code of Conduct and Guidelines to Prevent and Address Sexual Harassment in Workplaces](#) formulated by the International Labour Organization and Employers' Federation of Ceylon in 2013.
- f) **Right to Work with Dignity:** PEaCE understands that the right to work with dignity is an inalienable right of all human beings. As such, PEaCE is committed to ensuring all its employees' rights to safety and dignity as per the abovementioned code of conduct.

2. Programmatic Level

- a) Building skills and capacities on gender perspectives to enable greater participation of all sections of community in our programs will be one of our objectives in all programs.
- b) All programs will promote equal participation of all stakeholders where applicable.

Applicability

This policy applies to all regular and contractual/part time staff of PEaCE, as well as any other consultants and service providers as applicable. In case of a complaint as a result of an act by a third party, the Board of Directors will take the necessary preventive and reasonable action to support and assist the affected party.