

Gender Equality Policy

1. Purpose

The purpose of the policy is to outline a vision and direction for RedR Australia commitment to the promotion of gender equality and inclusion for all staff at all levels. In order to support the implementation of this policy, RedR has developed a Gender Strategy and action plan which focuses on staff and offices, programs, partnership, influencing and communications¹.

RedR Australia recognises that there are systemic and structural practices that create barriers to the achievement of women's rights and gender equality. In addition, gender inequality may compound other forms of exclusion which is often worse for women and girls. We also recognise that gender inequality and exclusion varies across different countries, contexts and are based on multiple factors. We will work sensitively across the different contexts in which we work whilst committing to encourage and foster dialogue around gender equality and social inclusion.

RedR understands gender equality as women and men, girls and boys, enjoying the same rights, resources, opportunities and protections. Gender equality is a fundamental human right which is central to RedR Australia values as an organisation committed to fostering an inclusive, equitable and transparent culture. A gender equality approach recognises that women, men, boys and girls, as well as individuals with other gender identities have different but related needs, priorities, constraints and opportunities based on their relative difference in societies².

As an agency that works in partnership, RedR understands that the responsibility for addressing gender inequalities is shared by us and our partners.

Our commitment to gender equality is grounded in a Human Rights Framework and globally agreed principles and standards, in particular, the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).

2 Scope

The Gender Policy clearly defines RedR Australia commitments to supporting and promoting gender equality in organisational processes, core programs and promoting these values amongst our partners.

The policy applies to all aspects of RedR Australia operations: staff, volunteers, contractors, deployees, interns and Board Members and across all our offices in Australia and overseas.

3. Statement

Our vision is that all those affected by humanitarian crisis receive the support they need and that both women and men, girls and boys benefit equally from our activities. We will support and encourage an organisational culture that reflects our commitment to gender equality and

¹ Red R Gender Equality Strategy, 2018.

² This policy refers to women, men, boys and girls however, we recognise that many individuals do not identify as male and female and that other sexual and gender minority groups beyond 'women' and 'men' experience discrimination. RedR is committed to working with individuals of other gender identities and ensuring that our practices and policies are non-discriminatory.

inclusion through supporting staff to develop good practice and display values and behaviours that reflect RedR values including accountability, equality and integrity.

In order to promote gender equality and inclusion we will:

1. Mainstream gender across all our work and encourage full participation of both women and men in our organisation and programs;
2. Integrate gender equality and inclusion principles into our business processes, management, leadership and performance framework. RedR has a zero-tolerance approach to gender-based discrimination and exclusion based on gender, disability or other forms of identity;
3. Ensure all staff receive induction and training to ensure they are able to work in alignment with this policy and RedR Australia gender strategy;
4. Ensure that our workplace is characterised by high levels of professionalism and gender sensitivity. We will call out inappropriate language or behaviour when it occurs;
5. Support staff who experience gendered violence and provide a safe workplace environment that promotes safety and security. RedR does not tolerate violence being perpetrated in and from the workplace. This is outlined in our Code of Conduct and Gendered Violence Workplace Policy;
6. Ensure we maintain a diverse and inclusive roster which encourages full participation, paying particular attention to recruitment, training and deployment support strategies which encourages culturally diverse, indigenous, persons with disabilities and LGBTIQ applicants to apply for the program;
7. Investigate any breaches of the Code of Conduct regarding gender equality standards. Act on any incidents of sexual or gender-based harassment in a sensitive and timely manner, following guidance outlined in the RedR Anti-Harassment and Bullying Policy and State and Federal Legislation, as applicable;
8. In recognising the valuable role that both men and women play in parenting children, apply fair parental leave arrangements to both men and women including flexible work arrangements;
9. Influence, where we are able, partners and decision-makers with whom we work, to adopt gender equality in their work;
10. Ensure we are accountable to the people we work with and for, through monitoring and evaluating our programs from a gender equality lens.

4. Terms and Definitions

Disability

In line with the definition used in the Convention on the Rights of Persons with Disabilities, the term, 'persons with disabilities' includes those who have long term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.

Exclusion

Although there is no universally agreed definition of exclusion, we refer to exclusion as a multidimensional process, caused by underlying inequality that prevents individuals or groups from fulfilling their rights.

Gender

Gender refers to the socially-constructed roles, behaviours, activities and attributes that a society considers appropriate for a person based on his or her assigned sex at birth. Gender

roles are dynamic and change over time. The term sex, relates to the biological differences between men and women and these roles are universal.

Gender Based Discrimination

The situation where there is a bias based on a person's sex that leads to defining the role he/she should play in society. An example of gender discrimination is where a woman is paid less than a man would be paid, solely on the basis of being female.

Gender Equality

Gender equality is about equal opportunities, rights and responsibilities for women and men, girls and boys. It does not mean that women and men are the same. Gender inequality is a result of unequal power distribution between women and men, exacerbated by ongoing discrimination, weaknesses in laws, policies and institutions, and social relations that normalise inequality.

Gendered Violence

Gendered violence is an expression of power or control over individuals or groups because of their gender. Gendered violence includes domestic, family and sexual violence, sexual harassment and assault, stalking, intimate partner violence and violence amongst household and workplace members.

LGBTIQ

This includes those who identify as lesbian, gay, bisexual, transgender or intersex (LGBTI) or those who have questions about their sexual orientation and/or sexual identity (Q).

Mainstreaming

Involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities - policy development, research, advocacy/ dialogue, legislation, resource allocation, and planning, implementation and monitoring and evaluation of programmes and projects.

Roles and Responsibilities:

All of our staff, [volunteers](#), [contractors](#), [deployees](#), [interns](#) and [Board Members](#) are responsible for the implementation of the policy. This is stated in recruitment documents, position descriptions, on-boarding documentation, staff handbook and performance reviews. This is the process by which we hold each other and the organisation to account.

The Board will govern and provide stewardship over the policy, monitoring whether senior managers are delivering on commitments.

The Senior Management Team will support, provide leadership and have overall responsibility for implementing the policy including through promoting an inclusive and diverse workplace culture amongst staff.

The Inclusion and Diversity Working Group will support monitoring and evaluating the Gender Action Plan and drive discussion and implementation of key activities.

5. Monitoring and Review

RedR will undertake a 5-year organisational gender audit as well as monitor annually individual staff performance through its performance appraisal processes. The Gender and Diversity Working Group will undertake annual peer review of a sample of RedR Australia work, as

agreed by the Senior Management Team. The CEO will present progress status to the Board annually.

RedR will monitor the language and content of gender-related materials that it publishes as directed in the communications strategy. This will be reviewed annually as part of peer review.

6. Related References

This policy should be read in conjunction with:

- RedR Code of Conduct and Values
- Equal Opportunity – Anti-Discrimination, Anti-Harassment and Bullying Policy
- Sex Discrimination Act 1984 (Federal)
- Equal Opportunity Act 2010 (Victoria)
- RedR Gender based Violence and the Workplace Policy
- Gender Strategy and Disability Inclusion Strategy

7. External Resources

Fair Work Ombudsman	13 13 94	www.fairwork.gov.au
Australian Human Rights (HR) Commission	1300 656 419	www.hreoc.gov.au
Vic Equal Opportunity & HR Commission	1300 292 153	www.humanrightscommission.vic.gov.au
Workplace Gender Equality Agency	1800 730 233	www.wgea.gov.au

8. Document control

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