

# Blue Finance Organizational Gender Policy

April 30<sup>th</sup>, 2023

## **Introduction**

At Blue finance, we are committed to promoting gender equality and ensuring a safe, inclusive, and respectful environment for all individuals, particularly those belonging to marginalized communities. This gender policy serves as a guiding framework for our organization's operations and interactions with staff, volunteers, beneficiaries, and stakeholders.

## **Definition of Gender Equality**

We define gender equality as the equal rights, opportunities, and responsibilities for all individuals, regardless of their gender identity, expression, or biological sex. We acknowledge that gender discrimination, stereotypes, and biases still exist in society, and we strive to actively challenge and dismantle them.

## **Commitment to Gender Equality**

We are committed to:

- a) Ensuring equal access to opportunities, resources, and benefits for all individuals, irrespective of gender identity or expression.
- b) Promoting gender-sensitive programming that addresses the unique needs and challenges faced by marginalized communities.
- c) Fostering an inclusive and diverse work environment that values and respects different gender identities, experiences, and perspectives.
- d) Eliminating gender-based violence, harassment, and discrimination within our organization and the communities we serve.
- e) Encouraging gender-balanced representation in decision-making processes and leadership positions.

## **Non-Discrimination and Harassment**

- a) We strictly prohibit any form of gender-based discrimination, harassment, or violence, including but not limited to verbal, physical, sexual, and psychological abuse.
- b) All staff, volunteers, beneficiaries, and stakeholders are expected to treat each other with dignity, respect, and fairness, regardless of their gender identity or expression.

c) Complaints related to gender-based discrimination or harassment will be treated seriously, confidentially, and promptly, with appropriate measures taken to address the issue and support the affected parties.

### **Gender-Responsive Programming**

a) Our organization is committed to understanding and addressing the specific needs, challenges, and aspirations of marginalized communities, taking into account intersecting factors such as gender, race, ethnicity, disability, and socioeconomic background.

b) We will incorporate a gender perspective into the design, implementation, monitoring, and evaluation of all our programs and activities, ensuring their relevance and effectiveness.

c) We will work collaboratively with relevant stakeholders and organizations to advocate for gender-responsive policies and practices within our sector.

### **Gender Training and Capacity Building**

a) We will provide ongoing training and capacity-building opportunities to staff and volunteers to enhance their understanding of gender equality, gender-based violence, and intersectionality.

b) These training programs will promote inclusive practices, gender-sensitive language, and respect for diverse gender identities and expressions.

c) We will also engage external experts and consultants to ensure our organization remains up-to-date with best practices and emerging trends in gender equality.

### **Monitoring and Reporting**

a) We will establish mechanisms to monitor and assess the progress of our organization in implementing this gender policy.

b) Regular reporting and accountability mechanisms will be put in place to measure and communicate our achievements, challenges, and areas for improvement.

c) We will engage our stakeholders, including beneficiaries and community members, in the monitoring and evaluation processes, encouraging their feedback and active participation.

### **Policy Review**

a) This gender policy will be reviewed annually to ensure its relevance, effectiveness, and alignment with evolving gender equality standards and practices.

b) Stakeholder input will be sought during the policy review process to ensure diverse perspectives are considered.

By implementing this gender policy, we aim to create an inclusive organization that advances gender equality and contributes to positive social change in the marginalized communities we serve.

A handwritten signature in black ink, consisting of several fluid, overlapping strokes that form a stylized representation of the name 'Nicolas Pascal'.

Nicolas Pascal – Executive Director  
Blue Finance