



GENDER EQUALITY POLICY

At Foundation Nova Diem we believe that gender should never be a barrier to anyone to a full and potentially life changing education.

Context

The Foundation recognises:

- That gender inequality has the potential to limit and impact negatively on the safety, education, employment, family lives and opportunities of staff, students and stakeholders, particularly women and girls, in the immediate and long-term
- The prevalence and impact of gender-based discrimination and harassment, and is committed to building an organisational culture that challenges the stereotypes, power differences and social norms that foster gender inequality
- That gender inequality is both structural and individual; this means it is not only the result of individual attitudes and actions, but also of biases in structures, systems, policies, and processes throughout our community.

Scope

This Policy applies to all members of the Foundation community including employees, the Board, Volunteers and Teams.

Policy Statement

The Foundation as a provider and an employer, is committed to promoting gender equality and to ensuring equality of opportunity and outcomes for all in our ecosystem.

Gender equality involves equality of opportunity and equality of results. It includes the redistribution of resources and responsibilities between women and men and the transformation of the underlying causes and structures of gender inequality to achieve substantive equality. It is about recognising diversity and disadvantage to ensure equal outcomes for all and therefore often requires women-specific programs and policies to end existing inequalities.

The Foundation will ensure that all its people and organisational policies, procedures, systems, and structures actively promote gender equality and seek to expose and redress gender inequities.



Email
contact@novadiem.org



Website
<https://novadiem.org>



Culture and Environment

At the Foundation everyone is responsible for promoting gender equality and modelling respectful relationships. All people will be held accountable if they use language and/or demonstrate behaviour that:

- promotes unequal power relations between women and men
- perpetuates harmful gender stereotypes
- condones violence against women.

For example: Unacceptable behaviour includes accessing or sharing sexist or discriminatory materials, using sexist, stereotyping or discriminatory language, dismissing acts of gender-based violence as trivial, making jokes that rely on gender stereotypes, and victim blaming when discussing gender-based violence.

Promoting gender equality and modelling respectful relationships is just as important for staff and volunteers as it is for beneficiaries.

This Policy takes into consideration United Nations Sustainable Development Goals.

Date last reviewed	March 2023
Scheduled review date	March 2025
Approved by	Board

