

## GENDER PROTECTION POLICY

This Policy Statement on Gender outlines the Global Humanitarian Aid Foundation's position in relation to gender. We are committed to gender equality to ensure that our programs and services benefit women and men, girls and boys equally and that women and men, girls and boys have the same opportunity to participate and contribute at all levels of our organisation as staff, volunteers and members including in governance structures.

Global Humanitarian Aid Foundation is a Not-for-profit organisation, ACNC registered charity and NDIS registered provider offering leading experience in the assessment and treatment of helping people with disabilities to gain independence, increase mobility, and improve their wellbeing.

Global Humanitarian Aid Foundation provides health, outreach, community, employment, education and training services to individuals experiencing disadvantage, unemployment, homelessness and alcohol and other drug issues. We assist vulnerable members in our community on a global scale. We work with people facing barriers to social and economic challenges and assist and support people who require both short-term and long-term assistance through a variety of support programs and services under the NDIS as well as on a charitable basis.

## OUR STANCE

**Gender** refers to the social attributes and differences associated with being female, male or transgendered and does not replace the term 'sex' which refers exclusively to biological differences. In most societies there are differences and inequalities between women and men. Global Humanitarian Aid Foundation acknowledges and accepts the inherently different experiences of women and men.

Recognising this diversity and inequality, Global Humanitarian Aid Foundation believes women and men should have equal access to enjoyment of their rights, opportunities and life choices, and that these opportunities should not be limited by whether they are female or male.

Global Humanitarian Aid Foundation does not make the assumption that gender is fixed and acknowledges that some people express or experience gender in different ways and that gender may change altogether.

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### **Achieving Gender Equality Through Gender Mainstreaming**

Global Humanitarian Aid Foundation will ensure that all people (staff, volunteers and members) have equal rights and equal access to resources and opportunities to participate regardless of their gender.

Global Humanitarian Aid Foundation commits to gender equality through gender mainstreaming by ensuring that considerations of gender are integrated into every aspect of the organisation. This includes a commitment to ensuring adequate resources to enable implementation of gender analysis and integration of findings.

### **Ensuring Access and Equity for Our Beneficiaries**

Global Humanitarian Aid Foundation is committed to access and equity for all clients and beneficiaries whether female, male or transgendered by ensuring that gender issues and needs are addressed in all aspects of our operations including needs analysis, program and service planning and design, service development and delivery, management, partnership agreements, program monitoring and evaluation.

Global Humanitarian Aid Foundation recognises the importance of addressing gender through the participation of both women and men in this process. Depending on the context (social, economic, political, religious, cultural), specific programs may be required that target the inequities experienced by females or males.

### **Recognising and Acknowledging the Gender Dimension**

Global Humanitarian Aid Foundation recognises that the nature of gender relations varies from one society to another and from one cultural group to another. Gender functions as an organising principle for society (as does race, ethnicity, and religion among many others) as a result of the cultural, social, economic and political meanings and roles assigned to being female, male or transgendered. We work in a range of cultural, social and religious contexts and acknowledges these ascribed differences in gender roles.

### **Our Focus on Empowering Women**

Global Humanitarian Aid Foundation recognises that a range of factors cause inequalities between women and men and that these inequalities can result in women and girls having less access to resources, assistance and opportunities within society. We seek to empower women and girls by addressing the issues and structures that result in women being disadvantaged and disempowered.

All Global Humanitarian Aid Foundation people commit to achieving gender equality within our organisation through gender mainstreaming.