
Gender Equality Policy

Purpose

The purpose of this policy is to outline (company name)'s commitment to create a healthy workplace free of any form of discrimination or inequalities based on gender, where every employee is treated fairly and supported in their career to reach their full potential. The Company values the competitive edge that workforce diversity and gender brings to an organization through a range of skills, perspectives, emotional intelligence, talents and experience.

(Company Name) recognizes that gender inequality in the workplace is both structural and individual, which means it is not only attributed to individual biases and misconceptions but also to biases in our policies, programs, practices, organizational culture and systems. Both women and men are subject to biases, gender stereotypes and assumptions that lead to inequalities in the workplace. We are committed to educating our employees and making every reasonable effort to improve our policies, programs and practices to promote gender equality in our workplace.

Objective

Our objective is to educate our employees and shift our focus to removing any barriers limiting women's full participation in our workforce by providing equal access to resources, career opportunities, leadership opportunities, reward and recognition.

Difference Between Gender Equity and Gender Equality

Gender equity and gender equality are not synonymous, please see differences below:

"Gender Equity" - means respecting all people without discrimination regardless of their gender through fairness and impartiality.

"Gender Equality" - means equal rights, status and opportunities for women and men.

Principles

(Company Name)'s policy on Gender Equality is rooted in the following principles:

1. Gender Equality is an integral part of (Company name)'s policies, programs, practices and organizational culture.
2. We educate our leaders and employees on unconscious bias and implicit bias to help us identify and remove any barriers that prevent women from progressing into leadership roles.
3. All leaders and employees receive training on harassment, discrimination and racism to ensure all employees feel valued, respected and supported.

4. We are committed to creating a healthy working environment where employees thrive by providing flexible working conditions that enable our employees to achieve work-life balance.
5. We commit to setting DEI goals to ensure that we are keenly aware of areas in the business that are underrepresented by women and develop strategies to attract, develop and retain women, especially in leadership roles.

Key Responsibilities:

1. All employees play a part in creating a healthy working environment by supporting each other, treating each other with respect and working collaboratively. This includes addressing poor attitudes and behaviors in the workplace.
2. It is the responsibility of every leader and employee to learn about gender equity, gender equality and inclusion as well as ensure that the best practices are embedded in our organizational culture.
3. The Senior Management Team will endeavor to promote and drive gender equality objectives across the organization.
4. The Senior Management team will ensure that our guiding principles are implemented at the team level and to the extent possible, create a work environment where discrimination, harassment or bullying are not tolerated.
5. The Senior Management Team will represent a broad reflection of the population we serve.

Gender Equality Practices:

We aspire to promote a workplace that attracts, retains and supports gender equality. (Company Name) endeavors to:

- Revise company policies, programs and practices that promote gender equality in our workplace.
- Promote leadership roles and career opportunities in a manner designed to attract qualified women.
- Actively encourage women to apply for available roles.
- Advertise roles using inclusive language that encourages women to apply.
- Create mentorship opportunities and career development opportunities for women.
- Provide flexible schedules and leave policies in line with operational requirements to support women with families.

Monitoring

(Company Name) will monitor progress on gender equality related initiatives and communicate results annually. We will report on new hires, promotions, training initiatives and any changes to policies and programs.

Policy Review

A policy review will be conducted from time to time to ensure its effectiveness.