

# Humankind – Gender Inclusion Policy

---

## 1. Purpose & Scope

This policy advances Humankind's commitment to equitable treatment across all genders in its programs, workplace, governance and partnerships. Applies to all staff, volunteers, consultants, contractors, and beneficiaries of Humankind activities.

## 2. Our Commitment

Recognizing gender as a core aspect of human identity, we pledge to:

- Embed fairness and non-discrimination in all processes.
- Foster inclusive programs sensitive to girls, boys and gender-diverse community members in child-rights and development work.
- Uphold respect, safety and empowerment for people of all gender identities.

## 3. Key Principles

- Non-Discrimination & Equal Opportunity: Prohibit bias based on gender identity/expression at recruitment, decision-making and access to opportunities.
- Participation & Voice: Ensure inclusive representation within staff, decision-making bodies, and program participants.
- Safety & Respect: Zero tolerance for harassment or sexual misconduct, enforceable under the POSH Act.
- Gender Responsiveness: Design programs informed by gender analysis, ensuring girls and all gender identities are addressed appropriately.
- Capacity Building & Training: Provide awareness training on gender sensitivity, inclusion, and rights-based programming.
- Monitoring & Accountability: Track gender-disaggregated participation and outcomes; review policy annually to ensure responsiveness.

## 4. Workplace & Governance

- Adopt gender-balanced recruitment and representation at all organizational levels.
- Offer leave policies equitable across gender identities (e.g., parental leave, caregiving).
- Revisit role descriptions and advancement criteria to eliminate bias.
- Establish safe grievance/redress mechanism with gender-sensitive response protocols.

## 5. Program Design & Implementation

- Conduct gender impact assessments for all CSR initiatives and child-rights work.
- Invite participation of girls, boys, trans, non-binary youth and caregivers in program

planning.

- Ensure facilities provide inclusive access (e.g. gender-neutral toilets).
- Engage stakeholders to reduce gender bias barriers.

## **6. Partnerships & External Engagement**

- Require gender inclusion alignment in partnerships and vendor agreements.
- Engage advocacy campaigns promoting gender equality.
- Allocate resources for equitable program opportunities across genders.

## **7. Training & Capacity Building**

- Conduct ongoing sessions on:
  - Gender and power dynamics
  - Cultural norms related to gender
  - POSH Act awareness
  - Inclusive facilitation techniques

## **8. Monitoring, Reporting & Learning**

- Maintain gender-disaggregated data in programs and workplace metrics.
- Integrate into annual CSR and impact reports.
- Conduct periodic reviews and adapt policy based on data and feedback.

## **9. Responsibility & Oversight**

- Leadership owns policy compliance.
- Appoint Gender Inclusion Focal Point/Committee for execution.
- Include gender inclusion in internal audit annually.

## **10. Grievance & Redress Mechanism**

- Implement confidential grievance mechanism with respect for gender diversity.
- Ensure accessible and unbiased complaint pathways.
- Safeguard anti-retaliation policies for complainants.

**Center Address:** 2<sup>nd</sup> Floor, Nanakram Super Market, Ramnagar, Sabarmati, Ahmedabad.

**Mobile:** 9925045708

**Counseling support:** 6357863578

**Email:** info@humankind.in

**Website:** [www.humankind.in](http://www.humankind.in)