



GENDER POLICY

OF

CHANGE COMMUNICATIONS

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CHANGE COMMUNICATIONS GENDER POLICY

This document defines CHANGE COMMUNICATIONS' gender policy at the institutional and programmatic levels because we are committed to providing a secure and enabling work environment to our staff a place of work that is gender sensitive and recognizes the role of men and women as equal players, agents and leaders of change in their families, communities and society.

1. OBJECTIVES

The objectives of this gender policy are:

- To support the cause of the right to gender equality and right to dignified treatment of persons without discrimination in and out of the the work place
- To strive for gender justice at both institutional and programmatic levels
- To foster a social, physical and psychological environment that will enable our team(s) work productively.

2. SCOPE OF POLICY

CHANGE COMMUNICATIONS spells out prescriptions for its gender policy at two levels: Institutional and Programmatic.

2.1 Institutional Level

2.2 Staff Policies:

- All staff policies, rules and regulations shall be gender-sensitive and will be reviewed periodically

2.3 Recruitment:

- CHANGE COMMUNICATIONS seeks gender balance in staffing.
- Women candidates will be encouraged to apply for all vacancies including management and leadership positions both at the field and head office.
- There will be adequate representation of women in recruitment and interview panels.



2.4 Performance reviews:

- Gender sensitivity will be one of the performance indicators for assessing employees.

2.5 Capacity building for gender sensitization:

- We will initiate and sustain constructive dialogue and educative sessions for promoting and enabling a gender sensitive work culture.
- Regular trainings will be conducted on awareness and confidence building of field staff, with special focus on women staff.

2.6 Harassment:

- Harassment of women of any kind, including sexual harassment is totally prohibited.

2.7 Programmatic Level

At the programmatic level, CHANGE COMMUNICATIONS opts to:

- Design a checklist list of gender equality for application in all our activities
- Build skills and capacities on gender perspectives as one of our key objectives
- Enable greater participation of all sections of the community in all our programs.
- Ensure that all programs will promote equal participation of all stakeholders
- Promote and assess inclusion of gender equality in each project or program as the case may be by ensuring that managers must draw from our gender equality checklist to take decisions or actions

3. APPLICABILITY

- This policy applies to all regular, contractual and volunteer staff of CHANGE COMMUNICATIONS
- In case of a complaint as a result of an act by a third party, management will take the necessary preventive and reasonable action to support and assist the affected party.

4. REPORTING

- Management Committee will report annually to the General Assembly of CHANGE COMMUNICATIONS on the implementation of this policy.