



Pacific Assist
Inspiring Self-reliance

Gender Equality and Equity Policy 2020

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Policy Statement

Pacific Assist believes all human beings of all nationalities, cultures, backgrounds, and gender are of infinite worth. We believe all people should be given every opportunity to flourish and reach their highest potential. Pacific Assist is committed to inspiring self-reliance through assisting individuals and communities to freely act in accordance with their values and to be full participants in determining and implementing their own goals and strategies. This includes women and girls. Further, our commitment to community acknowledges that no one individual, group, or organisation has all the necessary knowledge, skills, resources, networks and relationships to build a successful, self-reliant community. We are committed to collaboration, cooperation, and mutual respect within and between organisations, and within and between communities, including between women and men. We are committed to seeking and listening to the insights, opinions, concerns, and feedback of women and girls, and to promoting their personal and collective development. Such attitudes and behaviour underlie a *development mindset* that fosters initiative, creativity, and innovation. Pacific Assist has zero tolerance for sexual harassment and abuse.

Purpose

The purpose of this policy is to outline Pacific Assist's position on and commitment to gender equality and equity.

Scope

This policy applies to all Pacific Assist personnel, volunteers, partners, and service providers as it relates to their involvement with Pacific Assist and its projects.

Policy

Pacific Assist provides equal opportunity for all who belong to the organisation and/or participate in our projects. No preferential treatment is given to men or women, girls or boys. Each is to be treated with the utmost respect and dignity, provided the same opportunities for professional development, contribution to and involvement in projects, and to be rewarded and/or disciplined in accordance with the same awards, policies, and procedures. However, noting that in some circumstances and environments, women and girls are at greater risk (sometimes significant risk) of discrimination, harassment, exploitation, and abuse, Pacific Assist makes a deliberate effort to promote equal opportunity for women and girls and to protect them against discrimination and harm.

As per Pacific Assist's Human Resources Policy, we are committed to recruiting the most suitable people for any given role to achieve the organisation's mission to inspire individuals, families, and communities to be self-reliant, irrespective of gender. All recruitment, selection, and remuneration procedures and decisions are to reflect this commitment by evaluating all those seeking to engage and participate with Pacific Assist according to their skills, knowledge, qualifications, capabilities, and suitability without bias or prejudice.

Pacific Assist seeks to promote the development and protection of women and girls who belong to primary stakeholder communities by:

- Actively seeking to involve them in project needs assessment, design, implementation, evaluation, and leadership
- Actively seeking to reduce barriers to women and girl's participation in Pacific Assist projects
- Implementing project specific gender equality and equity policies and procedures (project specific polices and procedures are outlined in Pacific Assist's Primary Stakeholder Participation and Contribution Policy)

As stated in Pacific Assist's Workplace Code of Conduct, we do not tolerate discrimination, (including sexual discrimination) harassment, sexual harassment, bullying, exploitation (including sexual exploitation), victimisation, or vilification of any kind. All those who engage and participate with Pacific Assist are to be treated equally and with dignity and respect regardless of gender.

To assist with the commitments and actions outlined above, Pacific Assist directors have nominated a member of Pacific Assist to be a women and children's advancement advocate. The role of the women and children's advancement advocate is to promote women and children's development, advise the board on issues relating to women and children's protection, review and evaluate Pacific Assist's performance as it relates to gender equality and equity. Contact information for the women and children's advocate can be obtained from Pacific Assist's projects manager of the chair of the board.

Related Policies

- Pacific Assist Human Resources Policy
- Pacific Assist Primary Stakeholder Participation and Contribution Policy
- Policy Pacific Assist Child Safety and Well-being Policy