

Release Date: 16 January 2017	<b>GENDER POLICY</b>
Effective date: 22 January 2017	

## **POLICY STATEMENT**

FIND's vision is a world where diagnosis guides the way to health for all people, regardless of race, ethnicity or nationality, gender, age, sexual orientation, colour, disability, or religious or political beliefs. FIND embraces its responsibility to make conscious and continuous efforts to address gender equality and equity, both in the workplace and through the projects it supports. FIND recognizes that gender roles and norms may result in unequal access to diagnosis and treatment, and may differentially expose men and women to higher risk of disease, particularly if they are poor. Gender and cultural barriers may inhibit women in some countries from seeking care, leading to poor diagnosis rates. WHO (2003) reports that the diseases that FIND addresses – notably malaria and tuberculosis – are amongst the leading causes of death in women. In parts of South-east Asia, men are at greater risk of malaria due to their work in forested areas, and men who work in mines, such as those in southern Africa, are at greater risk of tuberculosis. As a leading non-profit organization that is dedicated to tackling diseases of poverty, FIND cannot be blind to gender in its work and is committed to addressing equality operationally and programmatically.

## 1. PURPOSE

The aim of this Gender Policy is to articulate FIND's commitment to gender equality and to provide a guideline for integrating a gender perspective into the organizational agenda and programmatic activities.

## 2. SCOPE

This is an organization-wide policy that applies to FIND headquarters and all its country offices. FIND's senior management team plays a significant role ensuring that the subject of gender remains on the organizational agenda; nonetheless, all FIND personnel have a role to play in promoting equality. This Policy should be read and applied in conjunction with FIND's *Code of Conduct and Ethics, Employee Handbook* and *Project Management Guidelines*.

## 3. APPROACH

### 3.1. Operations

#### 3.1.1 Staff composition/representation

- Adopt equal opportunity practices, applying objective and fair criteria so that staff members are selected, assessed, promoted and treated on the basis of merit, abilities and experience relevant to their post only.
- Seek to achieve a gender balance at all levels, including senior management, the Board of Directors, and functional committees. Review periodically and take steps to address imbalances without diminishing organizational expertise and capabilities.
- Streamline practices across offices and ensure common accountability mechanisms.

#### 3.1.2 Workplace

- Strive to provide a safe and secure workplace for all staff, free from sexual harassment, and address all specific concerns raised following FIND's defined complaints escalation process.

### 3.2. Programmatic activities

- Where possible include, in landscape assessments, a component to identify gender dynamics that affect the disease and its control that will better enable the creation of innovative solutions.
- Include gender perspective in clinical trials that will indicate if/how sex impacts outcomes (e.g. by differentially assessing outcomes by sex and age groups).
- Use these data to move "from knowledge to practice", i.e. to inform access programme activities.
- Aim to ensure that all capacity building activities supported by FIND include balanced target groups.
- Provide disaggregated data for all interventions.
- Sensitize project teams to ensure appropriate responses to discrimination, harassment and abuse if encountered in project settings, and mobilize their support towards gender balance.
- Strengthen linkages with groups (e.g. advocacy, civil society) that work to address gender disparities in FIND's target populations.

### 3.3. Capacity building

- Ensure that all internal and external training facilitated by the organization is gender-neutral.
- Strive for equal participation of women and men in field-level meetings and trainings.