



**DOOR OF HOPE AUSTRALIA INC**

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## DOHA ANTI-DISCRIMINATION, GENDER EQUITY & DISABILITY POLICY

### Purpose

This policy outlines Door of Hope Australia's (DOHA's) commitment to advancing Anti-discrimination {focusing particularly on Gender Equity and Disability} in all of its activities (including programming, fundraising and communications) and organisational culture.

### Scope of the Policy

This policy applies to the following people:

- DOHA staff members, contractors and consultants;
- DOHA volunteers;
- DOHA Board of Directors;
- Partner organisations;

### Definitions

**GENDER** refers to the socially constructed roles, behaviours, activities and attributes that a given society considers appropriate for men and women. The equal rights, responsibilities and opportunities of women and men and girls and boys. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is understood as a fundamental human rights issue.

**DISABILITY** refers to those who are physical, intellectual, psychiatric, sensory, neurological, learning disabilities, physical disfigurement, and the presence in the body of disease causing organisms. Disability also includes anyone who: currently has a disability; has had a

disability in the past, may have a possible inherited disability in the future, is imputed as having a disability, uses a palliative or therapeutic device or an auxiliary aid, are accompanied by an interpreter, reader, assistant, or carer or are accompanied by a guide dog, hearing dog, or other appropriately trained animal to assist in the alleviation of the effect of a disability.

## **Policy Statement**

DOHA acknowledges that anti-discrimination, gender equality & disability are human rights issues.

**This policy is based on the following principles:**

- ensuring that all staff and Board members have an understanding of gender issues and the principles outlined in this policy;
- working with women, men, boys and girls to improve quality of life;
- respecting the values and cultures of the people DOHA works with;
- encouraging participation of women in all areas of DOHA's work;
- recognising the close connection between gender and disability, and gender and poverty;
- promoting gender equality to key stakeholders;
- recognising that women with disability often face multiple stigmatisation and challenges in gaining access to quality health services; and
- recognising that gender intersects with other aspects of identity such as religion, caste, disability and ethnicity.

## **Policy in Practice within DOHA as an organisation**

This policy will be embedded in DOHA's organisational culture and practice, and will therefore ensure that:

- a. DOHA is committed to upholding and protecting worldwide human rights and will not discriminate based on gender, race, age or disability.
- b. The most qualified and appropriate person/s will be employed, promoted or transferred within the organisation without regard to gender, age, race or disability.

- c. DOHA requires that all of its BD, staff (including volunteers) and Partners uphold and honour these same ideals.
- d. There will not be a difference of income based on gender, race, age or disability.
- e. The wages will be based solely on the position and not the person performing the role.
- f. Staff, Board, volunteer and partner capacity and knowledge in the area of gender equality is increased through education and training.
- g. A safe environment and family-friendly work practices that enable both men and women to participate fully in work and family life.

### **Policy in Practice within DOHA Programs**

This policy will be embedded in DOHA's organisational culture and practice, and will therefore ensure that:

- a. There is access for people with disability – women, men, boys and girls – in DOHA program activities.
- b. Country Program Planning includes consideration of gender & disability issues and is reflected in the implementation plans.
- c. The different needs and priorities of girls, boys, women and men are identified when implementing its activities;
- d. Gender analysis tools are used during planning, implementation, monitoring, reporting and evaluation of programs.
- e. Program's design and report against sex, age, ethnicity and disability status indicators, wherever feasible and appropriate.
- f. Women are provided with equal opportunities to access and participate in training and capacity building activities in its programs.
- g. Relevant and correct information on its activities reflect DOHA's commitment to gender equality that influences changing attitudes and practices that reinforce gender-based stereotypes.
- h. Staff, Board, volunteer and partner capacity and knowledge in the area of gender equality is increased through education and training.

- i. A safe environment and family-friendly work practices that enable both men and women to participate fully in work and family life.

### **Reviewing the DOHA Anti-discrimination, Gender Equity & Disability Policy**

DOHA Anti-discrimination, Gender Equity & Disability Policy will be reviewed every two years.