

Disability Pride Bangladesh (DPB)



Anti-Sexual Harassment Policy

Effective Date: April 2025

Approved by: Executive Committee

Review Period: Annually

Preface

Disability Pride Bangladesh (DPB) is deeply committed to upholding a safe, inclusive, and respectful environment for all individuals engaged in our work. Our Anti-Sexual Harassment Policy is a reflection of our core values of dignity, equality, and justice. It is a vital part of our mission to empower disabled women, girls, and young people while ensuring that everyone associated with DPB feels secure, valued, and respected.

This policy outlines clear definitions, reporting procedures, and preventive measures to address and eliminate sexual harassment in all forms. It aims to cultivate a culture of transparency, accountability, and mutual respect, reinforcing our zero-tolerance stance against any behavior that compromises the safety and well-being of our community.

We invite all our staff, volunteers, partners, and stakeholders to actively support this policy. By collectively promoting a safe and harassment-free environment, we contribute to building a society where every individual, regardless of ability, thrives with pride and confidence.

Table of Contents

<i>Preface</i>	2
<i>Introduction</i>	4
<i>1. Purpose</i>	4
<i>2. Scope</i>	4
<i>3. Definition of Sexual Harassment Sexual harassment includes but is not limited to:</i>	4
<i>4. Prohibited Behavior Examples of prohibited behavior include:</i>	4
<i>5. Reporting Procedures</i>	5
<i>6. Investigation Process</i>	5
<i>7. Protection against Retaliation</i>	5
<i>8. Disciplinary Actions</i>	5
<i>9. Preventive Measures</i>	5
<i>10. Policy Review</i>	6
<i>Conclusion</i>	6

Introduction

Disability Pride Bangladesh (DPB) is committed to maintaining a safe, respectful, and harassment-free environment for all individuals involved in its programs, activities, and operations. This Anti-Sexual Harassment Policy outlines DPB's commitment to preventing sexual harassment and ensuring that all employees, volunteers, beneficiaries, and partners are treated with dignity and respect.

1. Purpose

The purpose of this policy is to:

- Define what constitutes sexual harassment.
- Establish procedures for reporting and addressing sexual harassment.
- Promote a culture of safety, respect, and equality within DPB.

2. Scope

This policy applies to all DPB employees, volunteers, consultants, partners, executive committee members, advisory board members, visitors, and anyone associated with DPB. It covers behavior in the workplace, during work-related activities, and in any setting related to the organization.

3. Definition of Sexual Harassment Sexual harassment includes but is not limited to:

- Unwelcome sexual advances or requests for sexual favors.
- Verbal or physical conduct of a sexual nature that affects an individual's work or participation environment.
- Inappropriate or unwelcome comments, jokes, or gestures of a sexual nature.
- Displaying sexually suggestive materials, including online platforms.
- Any conduct that creates an intimidating, hostile, or offensive environment.

4. Prohibited Behavior Examples of prohibited behavior include:

- Physical contact or advances that are unwelcome.
- Sexual or suggestive comments, jokes, or gestures.
- Sending or displaying inappropriate messages, images, or content through any medium.
- Making derogatory remarks about a person's gender, sexuality, or disability.
- Engaging in behavior that may be perceived as coercive, manipulative, or exploitative.

5. Reporting Procedures

- Any individual who experiences or witnesses sexual harassment should report it immediately.
- Reports can be made to the designated Anti-Harassment Officer, safeguarding officer, or through confidential channels i.e. **Sexual Harassment Prevention Committee (by following High Court Directive 2009)** established by DPB.
- DPB will ensure that all complaints are taken seriously and addressed promptly, with a survivor-centered approach.

6. Investigation Process

- All reports of sexual harassment will be investigated fairly, impartially, and confidentially.
- The investigation will include interviews, documentation review, and a thorough assessment of the situation.
- DPB will take appropriate actions based on the findings, ensuring fairness, justice, and the safety of survivors.

7. Protection against Retaliation

- DPB strictly prohibits retaliation against anyone who reports sexual harassment or participates in an investigation.
- Retaliatory behavior will result in disciplinary action, including possible termination of employment or volunteer status.

8. Disciplinary Actions

- Disciplinary measures for those found guilty of sexual harassment may include verbal or written warnings, suspension, termination, or legal action where appropriate.
- The severity of the disciplinary action will be based on the nature and seriousness of the offense.

9. Preventive Measures

- Provide regular training on identifying, preventing, and responding to sexual harassment.
- Promote a culture of respect, inclusivity, and open communication within all DPB activities.
- Ensure that all staff, volunteers, and stakeholders are aware of this policy and their responsibilities.

10. Policy Review

- This policy will be reviewed annually to ensure compliance with relevant laws, best practices, and evolving organizational needs.
- Updates and changes will be communicated to all members of the organization through appropriate channels.

Conclusion

Disability Pride Bangladesh (DPB) is dedicated to fostering a safe and respectful environment where all individuals are valued and protected from sexual harassment. This policy reinforces DPB's commitment to fairness, safety, and equality, promoting a positive and inclusive culture at all levels of the organization.