

Disability Pride Bangladesh (DPB)



Gender Policy

Effective Date: April 2025

Approved by: Executive Committee

Review Period: Periodically

Preface:

At Disability Pride Bangladesh (DPB), we are committed to advancing gender equality and social justice as integral parts of our mission to empower disabled women, girls, and young people. Recognizing the intersecting challenges faced by individuals at the crossroads of gender and disability, this Gender Policy reflects our dedication to creating an inclusive and equitable environment both within our organization and in the communities we serve.

This policy is rooted in feminist principles and aims to address systemic barriers, gender-based violence, and discrimination that disproportionately affect disabled women and gender-diverse individuals. It outlines our commitment to promoting gender-sensitive practices, ensuring equal opportunities, and fostering a culture of respect and inclusion. By integrating a gender lens into all aspects of our work, we strive to challenge stereotypes, amplify marginalized voices, and create spaces where everyone can thrive.

Through this policy, DPB reaffirms its pledge to build a society where gender equality is not just an ideal but a lived reality for all, regardless of ability, identity, or background. Together, we can dismantle barriers, celebrate diversity, and create a future where every individual is empowered to reach their full potential.

Disability Pride Bangladesh (DPB)

Empowering Inclusion, Celebrating Diversity, Transforming Lives

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Introduction

This Gender Policy outlines the commitment of Disability Pride Bangladesh (DPB) to promote gender equality and ensure a safe, inclusive, and equitable environment for all. Recognizing the intersection of gender and disability, DPB is dedicated to integrating gender perspectives into all aspects of its work, fostering an environment where everyone is treated with respect and dignity, regardless of their gender identity or expression.

1. Purpose

The purpose of this policy is to:

- Promote gender equality and equity within DPB and its programs.
- Prevent gender-based discrimination, harassment, and violence.
- Ensure that all policies, programs, and practices are gender-responsive and inclusive.

2. Scope

This policy applies to all employees, volunteers, partners, contractors, and beneficiaries associated with DPB. It governs all organizational activities, both internal and external, ensuring a consistent approach to gender equality across all levels of operation.

3. Key Principles

- **Equality and Equity:** DPB will promote equal opportunities and fair treatment for all genders, addressing systemic barriers that disproportionately affect women and gender-diverse individuals.
- **Inclusion:** DPB will ensure the representation and active participation of all genders in decision-making processes.
- **Non-Discrimination:** DPB maintains a zero-tolerance policy towards gender-based discrimination, harassment, and violence.
- **Empowerment:** DPB will encourage gender-sensitive practices that support the personal and professional development of all individuals.

4. Gender Mainstreaming

4.1 Integration Across Organizational Functions

- Gender perspectives will be systematically integrated into all organizational strategies, policies, programs, and budgets.
- Each new project or policy will undergo a **Gender Impact Assessment** to ensure it addresses gendered barriers and power imbalances faced by women and gender-diverse people with disabilities.

4.2 Gender Analysis

- A standardized **Gender Analysis Tool** will be used during all projects' planning, implementation, and evaluation phases.
- Data collected will be disaggregated by gender, disability type, age, and region to identify intersecting inequities.
- Gender analysis reports will be reviewed by Executive Committee and inform program adaptations.

4.3 Oversight and Accountability

- A Gender Focal Person will be appointed within each program team to support and monitor integration.
- Gender mainstreaming performance will be included in annual organizational reviews and reflected in team KPIs.

5. Recruitment and Employment

5.1 Inclusive Hiring Practices

- Job advertisements will be drafted using gender-inclusive and accessible language, and shared widely through networks that reach underrepresented genders.
- Recruitment panels will be gender-diverse and trained on unconscious bias.
- Shortlisting criteria will be transparent and score-based, with affirmative consideration given to qualified women and gender-diverse individuals with disabilities.

5.2 Equitable Career Advancement

- Career development plans will be tailored for all employees, ensuring equal access to leadership roles, mentorship, and professional development.
- Annual gender audits will be conducted to assess equity in promotions, pay, and training access.

5.3 Gender-Responsive Workplace Policies

- HR policies will include provisions for Paid maternity, paternity, and parental leave, Menstrual and caregiving leave, Flexible and remote work arrangements, Gender-neutral restrooms and prayer spaces
- Workplace culture will actively support work-life balance, including sensitization of managers on caregiving and reproductive health considerations.

6. Prevention of Gender-Based Violence and Harassment

6.1 Policy and Prevention Framework

- A dedicated **Gender-Based Violence (GBV) Prevention and Response Policy** will define unacceptable behaviors, organizational values, and response procedures.
- All staff, volunteers, and Executive Committee members must sign a Code of Conduct and complete mandatory GBV prevention training.

6.2 Safe Reporting Mechanisms

- Multiple reporting options will be available (verbal, written, anonymous online form, or third-party referral) in accessible formats.
- A 5-7 member Sexual Harassment Prevention Committee will manage cases confidentially and impartially according to the guidelines of The High Court Directive 2009.
- Clear timelines (7 days to 30 days) and procedures for resolution will be provided in every case based on intensity.

6.3 Survivor-Centered Response

- Survivors will be offered:
 - Immediate safety planning, Referrals to trauma-informed counseling and legal aid, Reasonable workplace accommodations during investigations
- Offenders will be subject to disciplinary actions, up to termination or legal action, based on investigation outcomes.

7. Capacity Building

7.1 Staff Training and Orientation

- All staff, Board members, and volunteers will complete annual training on Gender equality and Intersectionality, Rights of women and gender-diverse persons with disabilities, Preventing and responding to GBV
- Training materials will be developed using universal design principles and co-facilitated by experts with lived experiences.

7.2 Community Engagement

- Community-based workshops, campaigns, and peer-led learning circles will be used to challenge harmful gender norms and promote inclusive practices.
- Special emphasis will be placed on reaching caregivers, service providers, and rural/remote communities.

8. Communication and Advocacy

8.1 Gender-Responsive Communication

- All internal and external communications must Avoid stereotypes, discriminatory language, or tokenism, Be inclusive of all gender identities and expressions, Use visuals and language that reflect diversity in gender, disability, and culture
- A Content Review Team will check communication materials before publication for gender bias.

8.2 Advocacy for Systemic Change

- DPB will advocate for policies and laws that uphold gender and disability rights, working in coalitions with feminist and disability justice organizations.
- Gender-transformative messages will be amplified through media partnerships, publications, and campaigns led by people with lived experience.

9. Monitoring and Evaluation

9.1 Gender-Specific Indicators

- All project M&E frameworks will include gender-sensitive and disability-disaggregated indicators to track inclusion, participation, and impact.
- Indicators will be regularly updated to reflect community feedback and contextual changes.

9.2 Evaluation and Accountability

- Internal reviews will include a section on gender equity outcomes. \n - Annual **Gender Equity Reports** will be published and shared with stakeholders.
- Learning from evaluations will be used to improve programs and promote accountability among staff and leadership.

10. Policy Review

10.1 Review Frequency and Triggers

- This Gender Policy will be reviewed every two years, or earlier if Legal/policy frameworks shift, Major internal changes occur, Evaluations or stakeholder feedback suggest a need for update

10.2 Inclusive Review Process

- A **Gender Policy Review Committee**, including staff, board members, and external gender experts, will facilitate the process.
- Feedback will be collected through Staff and community consultations, Online and in-person forums in accessible formats
- Proposed changes will be submitted for approval by the Executive Committee and endorsed by the General Body.

Conclusion

Disability Pride Bangladesh (DPB) is committed to promoting gender equality and creating an environment where everyone has equal opportunities and is free from discrimination. This Gender Policy reflects our dedication to fostering a culture of respect, dignity, and fairness for all, ensuring that our work empowers individuals of all genders to thrive and contribute to a more inclusive society.
