

# **Gender Policy of the Foundation for Freedom**

At the Foundation, we believe that gender equality and respect for diversity are key to achieving our goals and for the mission. Therefore, we commit ourselves to taking actions that contribute to the elimination of discrimination and gender inequality, and strengthen the equality of people with different psychosexual identities.

## **Principles and pledges:**

### **Equality and diversity**

1. Ensuring equal opportunities for people of different psychosexual identities in the recruitment and promotion process.
2. Building diversity in the Foundation's team, including cultural, ethnic, social, gender, educational, religious and age differences.
3. Action for integration within the Foundation, regardless of the above-mentioned differences.
4. Taking actions that contribute to ensuring equal opportunities for LGBT+ people employed at the Foundation or beneficiaries of our services.
5. Taking actions that ensure a sense of employment and financial security for people planning pregnancy, who are pregnant and in the first period after childbirth.
6. Have a zero-tolerance policy towards any form of harassment, including sexual harassment, and provide support to any employee experiencing harassment or any other form of gender-based violence.
7. Implementation of activities specifically strengthening people at risk of intersectional discrimination, including girls, women and people with non-normative psychosexual identity.

### **Awareness and training**

1. Providing training on equality, diversity and gender-based violence for all persons employed at the Foundation.
2. Increasing the language awareness of people employed at the Foundation.
3. Creating communication channels that will enable people employed at the Foundation to report situations related to discrimination, gender inequality and harassment based on gender.
4. Developing schemes of reacting to manifestations of gender discrimination among the beneficiaries of the Foundation's activities.

### **Communication and social campaigns**

1. Using inclusive language in all our communications, including job descriptions, emails, media statements, and the Foundation's policies.
2. Communicating activities in a manner that strengthens gender equality in social media.

### **Control and monitoring**

1. Regular monitoring of the Foundation's activities in terms of equality and diversity.
2. Introduction to the annual evaluation mechanism of a question to employees about the Foundation's practices in the field of supporting gender equality and parenthood.

### **Cooperation with other organizations**

1. Cooperation with organizations working for equality and diversity.
2. Exchange of experiences and good practices with other organizations.
3. Jointly running projects that contribute to the elimination of gender inequalities and discrimination.

All persons employed in the Foundation are obliged to comply with the above-mentioned principles and strategies.