

# Association of Right to Fair Trial



## GENDER EQUALITY POLICY DOCUMENT

2023



# PURPOSE

This policy document sets out the basic policies aimed at materializing and mainstreaming gender equality in relations with third parties, including the Board of Directors, Executive Board, Supervisory Board, members, volunteers, employees, as well as persons and institutions from which products or services are procured, persons and institutions with which cooperation is made, and public representatives, and commits to taking necessary measures and establishing protective mechanisms in cases of gender-based discrimination, violence and violations.

# SCOPE

AYHED adopts intersectionality as an analytical way of thinking in the perspective of gender equality. With this perspective, AYHED considers gender as a fundamental axis that cuts across all fields of work. It endeavours to include an inclusive gender perspective not only in issues that are considered to concern women and LGBTI+ persons, but also in all its work, including its internal functioning.



# POLICY BASIS



## Gender equality is a fundamental human right.

AYHED accepts the obligations associated with the rights, principles and commitments defined in the 'UN Convention on the Elimination of All Forms of Discrimination against Women' (CEDAW), the 'Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence' (Istanbul Convention), the 'Universal Declaration of Human Rights' and the International Labour Organization (ILO) Conventions to ensure gender equality and prevent gender-based discrimination and violence.

AYHED is responsible for informing its beneficiaries and employees, preventing possible loss of rights and discriminatory practices and fulfilling its legal obligations in the context of the rights, principles and related obligations defined under the Turkish Constitution, Turkish Civil Code, Turkish Penal Code, Labor Law and Law No. 6284 on the Protection of the Family and Prevention of Violence against Women..



# OUR POLICIES



- While planning its activities and projects; AYHED aims to actively carry out advocacy work in front of the law in order to strengthen the access of women, girls, disabled people, LGBTI+'s, refugees, disabled and secondary victimized women, LGBTI+'s to justice on the axis of intersectionality.
- In its work plans and processes; gender sensitive planning, strategy development, data collection and budgeting.
- Ensures effective and equal representation of women and LGBTI+ persons in decision-making mechanisms.
- Observes gender equality in the representation of AYHED in various platforms and activities.
- It does not tolerate physical, sexual, psychological, economic violence, mobbing and sexist and oppressive behaviors. In this direction, it establishes effective mechanisms as well as preventive policies and takes the survivor's statement as a basis.
- It takes the principle of gender equality as a basis in the distribution of financial resources.
- Works to popularize the understanding of gender equality among the target groups it works with. Develops training and materials accordingly. Observes the principle of equality in participation and taking initiative



# OUR POLICIES



- Co-representation is ensured in institutional meetings. It is also important that the institutions with which the organization will collaborate have a gender equality policy or strategic document. It also plans to work on strengthening the capacity of the organization on gender equality.
- The organization commits to take all measures to prevent gender-based violence, sexual harassment and assault, and conducts an effective investigation and imposes sanctions in case of related incidents. It considers all forms of physical, psychological, verbal, sexual harassment, violence and mobbing (psychological violence in the workplace) against employees and volunteers as serious disciplinary offenses. These complaints are based on the statements of women and LGBTI+ persons, and the other party is obliged to prove otherwise.
- Recognizing that no one is independent from socially constructed stereotypes, it takes a positive and non-discriminatory constructive communication as a basis in the face of actions and discourses that may produce inequality.
- Provides an empowering and safe working environment that creates space for the personal, social and professional development of women and LGBTI+ persons. Observes gender equality in employment policies. The Association's Human Resources Regulation also includes these equality clauses.
- Avoids reinforcing gender roles in the division of labor. Recognizing that women are disproportionately burdened with administrative tasks such as taking meeting notes, etc.



This Policy Document is approved at the Board Meeting  
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