

Association of Right to Fair Trial



GENDER EQUALITY POLICY DOCUMENT

2023



PURPOSE

This document explains the key policies to promote gender equality at all levels, including leadership, staff, volunteers, and external partners like suppliers and public representatives. It promises to take actions and set up protections to prevent gender discrimination, violence, and violations. It outlines the fundamental policies and principles designed to promote and integrate gender equality across all levels, including the Board of Directors, Executive Board, Supervisory Board, members, volunteers, employees, as well as third parties such as suppliers, partners, and public representatives. It commits to implementing necessary measures and protective mechanisms to prevent and prohibit gender-based discrimination, violence, and violations. This document commits to taking necessary measures and establishing protective mechanisms and measures for preventing and prohibiting gender-based discrimination, violence and violations

SCOPE

AYHED adopts intersectionality as an analytical approach for gender equality. Bearing this perspective in mind, AYHED considers gender as a fundamental axis that is based and intersects all fields of work. It endeavours to include an inclusive gender perspective not only for the issues that are concerning women and LGBTI+ persons, but also in all its sphere including work and its internal functioning



POLICY BASIS



Gender equality is a fundamental human right.

AYHED accepts the obligations set forth in the principles and commitments 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 guarantee gender equality and prevent gender-based discrimination and violence.

AYHED is under the obligation of 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 obligations set out under the Turkish Constitution, Turkish Civil Code, Turkish Criminal Code, Labor Law and Law No. 6284 on the Protection of the Family and Prevention of Violence against Women.

OUR POLICIES



- AYHED aims to actively carry out advocacy work before law in order to strengthen the access of women, girls, disabled people, LGBTI+'s, refugees, disabled and secondary victimized women, LGBTI+'s to justice in an intersectional approach.
- AYHED promotes gender sensitive planning, strategy development, data collection and budgeting in its scope.
- AYHED ensures effective and equal representation of women and LGBTI+ persons in decision-making processes. AYHED seeks gender equality in the representation of AYHED in platforms and activities.
- AYHED does not tolerate physical, sexual, psychological, economic violence, mobbing and sexist and oppressive behaviors. For this motivation, it establishes effective mechanisms as well as preventive policies and AYHED takes the survivor's statement as a basis for inquiry.
- AYHED holds the principle of gender financial equality in the distribution of financial resources.
- AYHED aims to gender equality mainstreaming among the target groups that they works with. Training materials shall be developed and used accordingly.
- AYHED promotes principle of equality in a participatory manner and takes initiative for this reason.



OUR POLICIES



- Co-representation is ensured in institutional meetings. Not only in institutional setting of the AYHED, but also for the institutions that the AYHED cooperates will have a gender equality policy and strategy document. This is part of the plan to work on strengthening the capacity of the organizational approach in terms of gender equality.
- The organization ensures to take all necessary measures to prevent gender-based violence, sexual harassment and guarantees an effective investigation and imposes sanctions and effective remedy when it is needed. AYHED strictly regards that all forms of physical, psychological, verbal, sexual harassment, violence and mobbing (psychological violence in the workplace) against employees and volunteers as serious disciplinary offenses. Any complaints regarding them are based on the statements of women and LGBTI+ persons unless other party prove otherwise.
- Bearing in mind that no one is independent from socially constructed roles. AYHED holds positive and non-discriminatory approach and communication strategy in the cases of discrimination and incidents produce inequality.
- AYHED takes the responsibility to provide an empowering and safe working environment for the personal, social and professional enhancement and improvement of women and LGBTI+ persons. AYHED seeks gender equality in its employment policies and The Association's Human Resources Regulation also specifically includes equality clauses.
- AYHED avoids to fortify gender roles in the division of labor. AYHED bears that women are disproportionately under the burden of administrative tasks such as secretary work of taking notes, recording etc.. Therefore AYHED promotes equal division of labour without reinforcing gendered-stereotypical workload.



This Policy Document is approved at the Board Meeting
dated 23.09.2023, nr.29



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