



## **EarthRights Gender Policy**

**Updated June 2020**

EarthRights understands that gender is a form of diversity that intersects with other identities, including race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, age, record of offences, marital status, same sex-sex partnership status, family status, disability and others. For the purpose of this policy, “all affiliated with EarthRights” includes employees, board members, consultants, fellows, volunteers and interns, and any other person who interacts with EarthRights.

EarthRights has operational goals to support our five-year strategic plan (2020-2024) including a goal on Gender Justice and Social Inclusion. We are committed to developing a focused gender-inclusive approach that can inform our work across the organization. We will also work to strengthen an internal culture of mutual respect and social inclusion across programs and geographic regions.

EarthRights recognizes that to align with our operational values of 1) deep and long-term commitment to the communities whom we work, 2) strength in diversity, 3) effectiveness in integration, and 4) striving for extraordinary effectiveness as part of global movement for social and environmental justice, we must actively address systemic barriers that face women and non-binary individuals in the workplace, in terms of recruitment, promotion, well-being, non-discrimination and retention.

This includes, but is not limited to:

- ensuring fair, equitable and transparent pay grades for all affiliated with EarthRights regardless of gender or other identities;
- ensuring clear paths to advancement and promotion for all affiliated with EarthRights, regardless of gender or other identities;
- taking affirmative steps to reach out to, recruit, hire and promote individuals from underrepresented racial and ethnic groups, women, the disabled and protected veterans for employment and promotion in our workforce;
- offering flexible and family-friendly work arrangements to allow all affiliated with EarthRights to fulfill care responsibilities;
- ensuring all employees and others required to travel for work have access to adequate accommodations for childcare;

- ensuring all affiliated with EarthRights, particularly women, have safe and secure transport and accommodation when traveling for work;
- ensuring that all affiliated with EarthRights have the right to equal treatment and freedom from harassment (including sexual and gender-based harassment), bullying, intimidation, abuse and discrimination based on their gender identities and sexual orientation or identities;
- creating an organizational culture in which all affiliated with EarthRights have the freedom, if they so choose, to express their identities without fear of professional or personal repercussion or injury;
- ensuring all affiliated with EarthRights access to and use of technology is gender equitable.

To achieve this, EarthRights commits to incorporating gender-sensitive language and gender-equitable principles across all its policies, and building a common understanding around gender and diversity through induction and training for all those affiliated with EarthRights.

EarthRights also commits to integrating gender-equitable practices into all HR systems, including job recruitment, performance management policies and remuneration-related policies. Gender sensitive language, which highlights ERI's non-discrimination policies, is incorporated into all terms of reference, including those for external consultants.

As an ongoing project, EarthRights seeks to adopt a gender-transformative approach, by identifying the nature, structure and causes of gender imbalances and discrimination across the organization and setting targets for recruitment, retention and promotion of women and non-binary staff, particularly in senior positions. Strategies for reaching those targets may include career development opportunities, training and internal promotion, and offering flexible and virtual work arrangements where all affiliated with EarthRights are encouraged to strike a healthy balance between home responsibilities and work.

Leadership are responsible for clearly and publicly demonstrating their commitment to an organizational culture where gender equality is central, and for ensuring accountability for gender-transformative change across teams and offices. The implementation of this gender policy will require the commitment, participation and contribution of every staff person, board member, consultant, volunteer, intern and fellow. As such, all staff and consultants are required to sign a code of conduct as part of their contract, in which they commit to adhering to the organizational values and policies related to gender.

## **Non-Exploitation**

EarthRights understands that those affiliated with the organization hold positions of power in the various spaces where they live and work. When carrying out EarthRights's mission, all those

affiliated with EarthRights commit to recognizing the power that they bring to each context (resulting from their gender, age, status, financial situation, affiliations or otherwise) and commit to ensuring that they do not abuse or take advantage of those unequal power dynamics.

This includes refraining from all forms of abuse or exploitation, including sexual abuse or exploitation, with any persons of any age. In line with international standards, and recognizing the inherent underlying power dynamics, all affiliated with EarthRights shall refrain from sexual relationships with children (under 18 years of age) and with any individuals considered beneficiaries or partners in EarthRights' work. Those affiliated with EarthRights are prohibited from offering money, goods, services, offers of employment or organizational services in exchange for sex or anything sexual in nature. Staff are also expected to report such behaviour if and when they see it occurring.