



TEAR AUSTRALIA
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Policy Name
Gender Policy

Issuing Department
Gender Working Group

Approved By
Board

Effective Date
20 November 2010

Approved Date
22 November 2014

Scope

The policy provides the gender framework for all of TEAR's domestic and international operations, and applies to all involved in its work: employees, volunteers, interns, contractors, and supporters.

1. Purpose

This policy expresses TEAR's organisational position on gender equality in terms of Gender Justice. It is intended to inform any and all other related TEAR policies, e.g. Recruitment, Equal Employment Opportunity, Bullying and Harassment policies.

Although injustice can occur to either sex, we acknowledge that we live in a world where women and girls continue to experience the injustice of sexism to a greater degree than men and boys. TEAR Australia is committed to playing a part in restoring gender justice.

Through its gender justice framework TEAR ensures integration of gender equity and equality into all of the organisation's internal processes, and expresses its commitment to promoting these values in the wider community.

2. Principles

2.1 Christian foundation

As Christians, we believe in the traditions of economic and social justice throughout the Old and New Testaments, as foretastes of a renewed human community. We believe that Christ modelled for us the critical principles of equality, mutual respect and mutual service as examples of this renewed humanity, where racial, social or gender injustice is absent. We celebrate the differentiation of woman and man as part of God's creation, while recognising that many gender differences are fluid. These differences, however, do not in any way imply the superiority of one over the other. TEAR aspires to reflect these principles of gender justice throughout all of its operations and activities.

2.2 Internal coherence and authenticity

TEAR Australia seeks to have its organisational policy and practice as closely aligned as possible with the gender justice standards it is asking of its international and Australian development partners.

2.3 The people with whom we partner

Development research and practice consistently links gender equity and equality to the effectiveness of social and development outcomes. TEAR therefore considers the pursuit and implementation of *gender justice* to be essential to its mission. TEAR respects the journey of faith and justice for our partners as they serve the poor in cultures where their beliefs are different to ours and will work with them to challenge discrimination where it occurs.

In respect of TEAR's mission amongst Australian Christians and in the broader community, the biblical framework that informs our outlook is fundamental to our approach to gender justice.

2.4 External Frameworks, Codes and Conventions

TEAR is legally obliged to comply with various State and Federal Laws relating to gender equality and protection against discrimination, harassment or violence. TEAR also operates within a sectoral context that is shaped by the Australian Council For International Development Code of Conduct. As an Australian non-government organisation accredited by the Department of Foreign Affairs and Trade, TEAR is required to adhere to international conventions such as the Universal Declaration of Human Rights and the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).

3. Policy

TEAR Australia is committed to ensuring gender justice in all areas of the organisation, including staffing, governance, management and decision-making, thereby giving both women and men equal opportunity to shape the organisation and its work.

3.1 TEAR is committed to achieving and maintaining gender balance throughout all levels of the organisation so that all functions, levels of responsibility and influence display gender justice. All recruitment and professional development processes will give consideration to both merit and gender balance.

3.2 TEAR's governance and leadership will be committed to the integration of gender justice throughout the organisation.

3.3 TEAR will not permit within the organisation any discrimination on the basis of sex or gender.

3.4 TEAR is committed to ensuring that its employees receive gender training to enable them to work in alignment with TEAR's commitment to gender justice.

3.5 Women and men will be treated equally in the application of TEAR's remuneration policy.

3.6 TEAR will not discriminate based on gender when providing resources and opportunities to staff.

3.7 TEAR will endeavour to ensure that all decision-making processes take into account the different personalities, styles and strengths of both women and men, so that all voices may be authentically heard.

3.8 TEAR is committed to ensuring that TEAR's workplace is characterised by gender sensitivity and grace. Inappropriate language and behaviour will be addressed when it occurs.

3.9 Where insensitive conduct in regard to gender justice occurs, it will be addressed by supervisors with a view to improving understanding and conduct.

3.10 TEAR's leave policies reflect its commitment to the role of both women and men in parenting children.

3.11 TEAR will apply a gender lens to the planning and management of its Australian program, and will endeavour to ensure that staff members represent TEAR's position on gender justice with grace and humility.

3.12 TEAR will apply a gender lens to the management of its international and Aboriginal and Torres Strait Islander partner programs, taking the message of gender justice forward, but ensuring that its advocacy and conduct is always characterised by grace, humility and a learning spirit.

3.13 TEAR will endeavour to use gender-inclusive/neutral language in its media¹ and when quoting from the Bible.

4. Monitoring and Review

4.1 TEAR will undertake an organisational gender audit on a 5-yearly basis.

4.2 Through its performance appraisal processes, TEAR staff will work to affirm and nurture a culture of gender justice.

4.3 The Australian Program Team will monitor the language and content of gender-specific or related material that it intends to publish. This will be done in consultation with TEAR's Gender Working Group.

4.4 The Australian Program Team will monitor the integration of gender justice principles into its processes and public education activities.

4.5 The International Program Team will work with all of its development partners to monitor progress on the application of gender justice principles within their organisations and program activities.

4.6 TEAR's Aboriginal and Torres Strait Islander Program will work with all of its partners to monitor progress on the application of gender justice principles within their organisations and program activities.

5. Related References

TEAR Australia Gender Action Plan

TEAR Australia Code of Professional Conduct, Equal Employment Opportunity Policy, Disciplinary Policy, Recruitment Policy, Remuneration Policy, Leave Policy, Parental Leave Policy, Flexible Leave Policy, Bullying and Harassment Policy

DFAT, 2014, Australian aid: promoting prosperity, reducing poverty, enhancing stability, Gender equality and empowering women and girls
<http://aid.dfat.gov.au/aidpolicy/developmentpolicy/Pages/gender-equality.aspx>

ACFID, Code of Conduct Guidance Document – Sections B1-B3; D5.4; F1
<http://www.acfid.asn.au/code-of-conduct/guidance>

Micah Network Statement on Gender Equality
<http://www.micahnetwork.org/topics>

Christians for Biblical Equality (CBE), 'The Bible and Gender Equality'
<http://www.cbeinternational.org/resources/bible-and-gender-equality>

¹ University of Melbourne 2013, Guidelines for Non-Discriminatory Language,
https://hr.unimelb.edu.au/_data/assets/pdf_file/0003/87501/Watch_Your_Language.pdf

6. Definitions/Terminology Clarification

- *Gender* – the social relationships and distribution of power and roles between women and men, girls and boys (can simultaneously be relations of cooperation, support, connection and conflict, separation and competition). These roles and relations are influenced by, and intersect with, other social relationships such as social class, ethnicity, sexuality and ability/disability etc. These roles and relationships are dynamic, changing over time and across cultures.
- *Gender balance* – theoretically, the degree to which women and men hold a full range of positions in a society or organisation. However, most add that it should also include the element of *quality* alongside numbers, so as to avoid the token adding of members of either sex to make up numbers.
- *Gender equality* – equal rights, opportunities and outcomes for both women and men.
- *Gender equity* – the process of being fair to women and men.
- *Gender integration* – involves the integration of gender equality concerns into the analysis and formulation of all of the organisation’s policies, programs and projects, including those implemented through its domestic and international partnerships. It includes initiatives to enable women and men equally to formulate and express their views and genuinely to participate in decision-making.
- *Gender justice* - the ending of, and provision of redress for, inequalities between women and men that result in subordination of one sex to the other. As *process* it refers to accountability of social institutions that are set up to dispense justice; as *outcome* it implies access to and control over resources, combined with agency (the ability to make choices).
- *Gender lens* – refers to adopting a perspective that firstly brings into focus the participation, needs and realities of both women and men, then accommodating these in planning and decision-making processes.

7. Change History

Date	Modification
September 2014	GWG
13 October 2014	Staff comments incorporated
14 October 2014	LT comments incorporated