

## **1.1 Gender Policy**

### **1.1.1 Understanding of Gender**

Gender refers to describe those differences between women and men, which are socially constructed, while sex refers to those which are biologically determined. Gender socialization attributes different roles and responsibilities to women/ men/boys/girls. Gender differences have been built up and toughened by socio-cultural and economic institutions over time perpetuating discriminatory belief systems and attitudes, imbalanced positioning and inequalities among women and men.

### **1.1.2 Gender equality**

Gender equality is the absence of discrimination on the basis of a person's sex in opportunities, in the allocation of resources and benefits or in access to services.

### **1.1.3 Gender equity**

Gender equity refers to fairness and justice in the distribution of benefits and responsibilities between women and men. Gender equity is a means and gender equality is the result.

### **1.1.4 Gender mainstreaming**

Gender mainstreaming is to initiate and institutionalize progression that will bring about gender equality. Mainstreaming requires changes at different levels within institutions, in agenda setting, budget allocation, policy making, planning, implementation and evaluation.

### **1.1.5 General Goal**

To empower women and men for the formation of a society based on the principles of peace, equality and justice to enjoy the fullness of life in the society at large. “I came that they may have life and have it abundantly” (John 10:10)

### **1.1.6 Equal Participation**

If a community has to succeed in achieving their goals there should be participation from all the members. If every member of the society participates in an equal measure the result will be much better. In the past the participation of women in the affairs of the society was lopsided and they were discriminated to the neglect of the human person.

## CIMR GENDER POLICY

### CIMR - CENTRAL INSTITUTE ON MENTAL RETARDATION

1. PURPOSE- CIMR is committed to promoting gender equality, dignity, and safety for all beneficiaries, staff, volunteers, and families. This policy ensures that persons with intellectual disabilities - both girls/women and boys/men - receive equal opportunities in training, rehabilitation, and care without discrimination. Similarly, those working with CIMR also gets equal opportunity and consideration.

2. SCOPE- Applies to all Board Members, Staff, Volunteers, Interns, Beneficiaries and their families at CIMR.

#### 3. KEY PRINCIPLES-

Equality: Equal access to therapy, education, vocational training, and opportunities for all genders

Non-Discrimination: No discrimination based on gender, gender identity, or sexual orientation

Safety: Men and women in decision-making at all levels

Respect: Respect for privacy, free from harassment, abuse, and exploitation

Participation: Equal participation and rights of all beneficiaries

#### 4. FOR BENEFICIARIES-

Equal Services: Boys and girls will receive equal time, attention, and resources in therapy and training programs

Separate Facilities: Separate toilets, changing rooms, and sleeping areas for boys and girls above 10 years

Health & Hygiene: Menstrual hygiene support, sanitary pads, and health education provided to girls and women with disabilities

Vocational Training: No gender stereotyping in skill training. Girls also will be trained in carpentry, and boys in tailoring if they choose

Safety Protocol: No male staff alone with female beneficiary in closed rooms. Minimum 2 staff during personal care

#### 5. FOR STAFF-

Recruitment: Equal opportunity in hiring. No gender bias in job ads or selection

Pay: Equal pay for equal work

Leave: Maternity leave 90 days, Paternity leave 5 days

Leadership: Women encouraged to take leadership and HOD roles

Training: Gender sensitization and disability rights training conducted every year

6. PREVENTION OF SEXUAL HARASSMENT – POSH CIMR has Zero Tolerance for sexual harassment. What is Sexual Harassment: Unwelcome physical contact, demand for sexual favors, sexually colored remarks, showing pornography, or sexual advances.

Internal Committee - IC: Constituted as per POSH Act 2013

Presiding Officer: Senior Woman Employee

Members: 2 Staff, 1 NGO/External Member

Complaint Process: Complaint can be made to IC within 3 months. Confidential inquiry completed in 90 days

Protection: No retaliation against complainant or witness

Awareness: POSH notice displayed. Annual training for all staff

## 7. CODE OF CONDUCT FOR GENDER SENSITIVITY

All staff must: Use respectful language. No sexist jokes or comments. Maintain professional boundaries with beneficiaries and colleagues. Report any gender-based violence or harassment immediately to General Secretary/ President/ IC. Ensure privacy during bathing, dressing, and toileting for beneficiaries

## 8. WORKING WITH FAMILIES-

Involve both mothers and fathers in IEP meetings and parent training. No assumptions that only mothers will do care giving. Counsel families to give equal opportunities to sons and daughters with disabilities

## 9. MONITORING & REVIEW

Data: Gender-aggregated data maintained for beneficiaries and staff

Grievance: Gender grievance box available. Reviewed monthly.

Review: Policy reviewed every 2 years by EC

10. BREACH OF POLICY- Violation will lead to disciplinary action as per HR Policy and POSH Act. This includes warning, suspension, termination, and legal action.