1. INTRODUCTION

The Cambodian Center for Human Rights ("CCHR") has a vision of a non-violent Cambodia in which people enjoy their fundamental human rights, are treated equally, are empowered to participate in democracy and share the benefits of Cambodia’s ongoing development. This vision commits CCHR to work towards the eradication of discrimination in all its forms, including on the basis of sex, sexual orientation, gender identity, gender expression, and/or sex characteristics.

CCHR recognizes that in our societies and organizational cultures, biased stereotypes and social norms prevent women, men and non-gender binary individuals from exercising their free choice and from taking full and equal advantage of opportunities for individual development, contribution and reward. CCHR recognizes that gender equality is a critical component of the organization’s commitment to diversity. CCHR recognizes individuals of all gender identities, expressions and sex characteristics, including individuals who do not conform to gender binary definitions, and seeks to ensure their inclusion and equality.

This Gender Policy (the “Policy”), along with the CCHR’s Employment Policy and Equality and Diversity Policy, seeks to clarify the organization’s expectations and guidelines to assist staff in their efforts to advance gender equality. This Policy applies to all employees of CCHR as defined in the Employment Policy, which includes consultants, interns and volunteers, and the protections encapsulated in this Policy extend to beneficiaries of CCHR. CCHR is dedicated to advancing gender equality in our organization and in our programs. We will advance gender equality within our organization through our organizational culture, and within the communities we serve through our programming and our advocacy. Ultimately, by harnessing the full potential of all women, men, and non-gender binary individuals this commitment will improve our organizational effectiveness and the quality and impact of our programs.

2. DEFINITIONS

2.1. Discrimination:
   a) ‘Discrimination’ for the purposes of this Policy refers to any distinction, exclusion or preference made on the basis of race, color, sex, gender, sexual orientation, religion, birth or social origin, language, physical or mental disability, political opinion, marital and family status, pregnancy, wealth, trade union membership or other arbitrary status, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation.

   b) The term ‘discrimination’ includes both direct and indirect discrimination. ‘Direct’ discrimination refers to explicit discrimination. ‘Indirect’ discrimination refers to creating, maintaining, or facilitating unfair general disadvantages for the group being indirectly discriminated against. For example, ‘Indirect’ gender discrimination could include requiring all staff to attend field missions, even while pregnant or with conflicting caring responsibilities.

2.2. Gender Equality:
For the purpose of this Policy, gender equality is used to refer to the condition of justice in relations among women, men, and non-gender binary individuals, leading to a condition in which all can enjoy equal rights, opportunities, and status.

3. ORGANIZATION CULTURE AND EMPLOYEE RESPONSIBILITIES

3.1. Environment:

CCHR seeks to create and maintain a gender sensitive work environment. CCHR fosters an environment where non-discriminatory working relationships and respect for diversity in work and management styles is encouraged, and gender equality is promoted.

3.2. Prohibition on Discrimination:

Discrimination is prohibited in the CCHR work environment, as per the Equality and Diversity Policy. This prohibition includes discrimination on the basis of a person’s sex, sexual orientation, gender identity, gender expression, or sex characteristics. All CCHR employees have a continuing obligation to report discrimination on the basis of gender, and advocate for gender equality.

3.3. Employment:

a) Based upon available talent, CCHR will endeavour to ensure an equitable gender balance exists at all levels of the organization, and that women and men and non-gender binary individuals are fully represented in decision-making process.

b) CCHR will provide a staff benefits package that is equitable and responsive to the need to balance work, family, civic life, and the different gender roles of staff (e.g. responsibilities of pregnancy, childrearing and family care).

c) CCHR will conduct a gender analysis annually to identify and address barriers to equal representation in staffing patterns. Once data is analyzed, specific goals will be set for addressing staffing imbalances and modifying personnel and benefits policies if necessary.

4. PROGRAMMING

To enhance program quality and to affirm our commitment to uphold the dignity and rights of all, CCHR’s goal will be to promote gender equality through programming systems and structures.

4.1. Planning, Monitoring and Evaluation:

a) When planning program work and projects, CCHR will take account of gender relations and the need to promote gender equality.
b) CCHR will include the measurement of the relative impact on women and men and other gender identities, and on the relations between them, in our monitoring and evaluation of relevant program work and projects.

4.2. Community Empowerment:

   a) CCHR will systematically analyze gender relations as a critical element of our Community Empowerment Program work and use this gender analysis to design and implement projects that maximize impact on gender equality as part of empowerment.

   b) CCHR will target program activities towards appropriate participants, balancing consideration of gender roles and responsibilities with a commitment to advancing long-term gender equality.

4.3. Policy and Advocacy:

   a) CCHR will analyze gender relations as part of our Policy and Advocacy Program work, incorporating it in our policy formulation and advocacy.

   b) CCHR will implement specific research, analysis, policy formulation and advocacy on gender equality, examining the structures that affect men and women’s access to and control of resources, power of decision-making, and enjoyment of human rights.

4.4. Other Program Work:

CCHR will analyze gender relations as a critical element of all other program work.

5. COMPLIANCE

CCHR will continue to expand our knowledge of and commitment to gender issues, through research, documentation and sharing of lessons learned.

CCHR will hold its staff accountable for following this Policy. In some cases, this may require changes in the way we work. CCHR staff must develop innovative approaches that provide support to communities to explore gender dynamics and advance gender equality.

5.1. Training:

CCHR’s commitment to gender equality extends to training. CCHR will train staff to understand this Policy, gender issues and gender sensitivity, and to advance gender equality.

5.2. Breach of this Policy and Disciplinary Action:
CCHR reserves the right to take disciplinary action against employees who, having received training on this Policy and gender issues as described above, repeatedly breach this Policy. The types of action that might be taken are set out in the Employment Policy.