

Sails of Hope Organization (SHO) – Gender Policy

1. Introduction

Sails of Hope Organization (SHO) is committed to promoting gender equality and ensuring that all of our programs, policies, and operational activities respect and promote the rights of women, men, girls, and boys. We recognize that gender equality is fundamental to sustainable development and humanitarian action, and we are committed to integrating gender considerations into all aspects of our work.

In line with international human rights frameworks and UN standards, SHO's Gender Policy aims to ensure that our operations empower individuals, foster inclusivity, and contribute to the elimination of gender-based discrimination. We recognize the distinct needs and challenges faced by women, men, and other marginalized groups, and we strive to create an enabling environment where all individuals can equally participate in and benefit from our programs.

2. Policy Framework and Principles

SHO's approach to gender equality is rooted in the following key principles:

- **Non-Discrimination:** SHO will ensure that all individuals, regardless of gender, are treated with dignity, respect, and equality. We will actively address and challenge gender-based discrimination and biases.
- **Gender-Informed Programming:** All of SHO's humanitarian and development programs will be designed and implemented with a gender lens, ensuring that both women and men, boys and girls, have equal opportunities to participate in and benefit from our work.
- **Inclusion and Empowerment:** SHO is committed to empowering all people, with particular attention to women, girls, and other marginalized gender groups. We will create spaces and opportunities for underrepresented groups to voice their needs, participate in decision-making, and take leadership roles.
- **Protection and Prevention of Gender-Based Violence (GBV):** SHO will work proactively to prevent and respond to gender-based violence (GBV), providing appropriate services to survivors and creating a safe, supportive environment for all individuals.
- **Respect for Human Rights:** SHO's operations will respect and promote human rights, particularly the rights of women and girls, as outlined in international frameworks such as the **Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)**, **UN Security Council Resolution 1325** on women, peace, and security, and the **Sustainable Development Goals (SDGs)**, particularly Goal 5 (Gender Equality).

3. Gender Equality Objectives

SHO's Gender Policy is guided by clear, measurable objectives that reflect our commitment to integrating gender equality across all areas of our work:

1. **Integrate Gender into Program Design and Implementation**
Ensure that gender considerations are embedded in the design, planning, implementation, and evaluation of all projects. We will carry out gender analyses to identify the distinct needs and priorities of women, men, girls, boys, and other marginalized groups, ensuring that interventions respond to these needs.
2. **Promote Equal Participation and Leadership**
Encourage and support the active participation of women and marginalized genders in all stages of the project cycle, from decision-making to implementation. We will foster inclusive leadership by ensuring women and girls, as well as other underrepresented groups, have access to opportunities for leadership and decision-making.
3. **Enhance Protection and Support for Survivors of GBV**
Implement policies and measures to prevent and respond to gender-based violence, including through safe spaces, confidential reporting mechanisms, and referral systems for survivors. We will provide training for staff and partners to ensure they can respond effectively and empathetically to cases of GBV.
4. **Capacity Building and Awareness**
Provide ongoing training for SHO staff, partners, and communities on gender equality, gender-sensitive programming, and the prevention of GBV. This will include integrating gender perspectives into all aspects of organizational capacity building, ensuring that staff at all levels have the skills and knowledge to implement gender-sensitive practices.
5. **Ensure Gender-Responsive Monitoring and Evaluation**
Develop and implement monitoring, evaluation, and learning (MEL) systems that track gender outcomes and measure the impact of our programs on different gender groups. Gender-disaggregated data will be collected and analyzed to assess progress toward gender equality.

4. Gender Equality in Operations and Governance

SHO is committed to fostering a gender-responsive internal environment that reflects our values of equality, inclusion, and diversity:

- **Organizational Gender Equality:** SHO will ensure that gender equality is integrated into our internal policies and practices, including recruitment, staff training, and career development. We will ensure equal opportunities for men and women, as well as other marginalized genders, in all aspects of our operations.
- **Gender Balance in Leadership and Decision-Making:** SHO will actively promote gender balance in leadership and decision-making roles within the organization, ensuring

that women and marginalized genders have equal opportunities to hold positions of responsibility and influence.

- **Non-Discriminatory Employment Practices:** SHO will ensure non-discriminatory hiring practices, promote gender diversity within teams, and provide an inclusive working environment that supports the needs of all employees, including those with caregiving responsibilities or special needs.
- **Workplace Safety and Respect:** SHO will promote a workplace free from harassment, discrimination, and violence. A clear and accessible grievance and complaint mechanism will be in place to address any instances of gender-based discrimination or harassment.

5. Gender-Based Violence (GBV) Prevention and Response

SHO recognizes the critical need to prevent and respond to gender-based violence (GBV) in all its forms. Our policy aims to ensure that:

- **GBV Prevention:** SHO will integrate GBV prevention strategies into all programs and operations, ensuring that staff are trained to identify and mitigate risks of GBV in humanitarian settings and development programs.
- **Support for Survivors:** SHO will establish mechanisms for survivors of GBV to access support services, including medical care, psychosocial counseling, legal support, and safe shelter. SHO will ensure that all personnel are trained to provide survivor-centered support.
- **Collaboration with Local Partners:** SHO will collaborate with local organizations, government bodies, and other humanitarian agencies to provide a coordinated and comprehensive response to GBV. This includes joint advocacy for stronger policies, coordination in GBV service provision, and capacity-building for local actors.

6. Monitoring and Accountability

SHO will ensure accountability and transparency in implementing this Gender Policy through:

- **Monitoring and Reporting:** Gender outcomes will be regularly monitored, and gender-sensitive indicators will be incorporated into program monitoring and evaluation frameworks. Progress towards gender equality will be reported regularly to stakeholders.
- **Feedback and Complaints Mechanisms:** SHO will ensure that beneficiaries and staff have access to confidential and safe mechanisms for reporting any concerns related to gender discrimination or violence. We will take all complaints seriously and address them promptly and appropriately.
- **Annual Review and Updates:** This Gender Policy will be reviewed annually to assess its implementation and effectiveness. SHO will update the policy as necessary to reflect emerging best practices, lessons learned, and changes in the operational environment.

7. Commitment

Sails of Hope Organization (SHO) is committed to creating a gender-equal environment within both our internal operations and external programming. By promoting gender equality, inclusion, and the empowerment of marginalized groups, we aim to contribute to the achievement of sustainable development goals and the protection of human rights. This Gender Policy provides the framework for **SHO's** commitment to creating an equitable, inclusive, and safe environment for all, free from gender-based discrimination and violence.

Through this policy, **SHO** affirms its dedication to upholding the principles of gender equality in all aspects of its work and ensuring that the voices of all genders are heard, respected, and valued.