



Approved by

Director of Charity Foundation
Source of Revival
Serhii Zhuk
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GENDER POLICY
Charity Foundation Source of Revival
(CFSR)

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I. SUBSTANTIVE JUSTIFICATION

1. Gender Equality

All people have the right to freely develop their personal qualities, abilities, and make decisions without restrictions imposed by traditional gender roles. The aspirations, needs, and behavioral patterns of women and men are recognized as equally valid and valued the same.

In a truly equal society, both men and women participate in economic, cultural, and social life, as well as in decision-making processes at all levels. Resources, authority, and responsibilities are distributed fairly, and every individual is free from gender-based violence and discrimination.

2. Gender Equality and the Activities of the Charitable Organization

The concept of gender equality at the charitable organization “Charity Foundation Source of Revival” is based on the principles of equal participation of women and men in all areas of the organization’s work. This contributes to increased effectiveness in fulfilling statutory objectives and strengthens the integrity of the organization.

Gender equality is an integral component of the organization’s approach to supporting cultural diversity, human rights, and sustainable development.

3. Key Principles of Gender Policy

- Every individual has inherent dignity and equal rights regardless of sex, gender identity, or other characteristics.

- The organization adheres to the principle of equal opportunities and status for women and men.

- The unique qualities, talents, and life circumstances of each person are recognized and respected within the organizational culture.

The gender policy of the charitable organization is implemented with consideration for the need to ensure equal working conditions, opportunities for development, and self-fulfillment for all employees, regardless of their gender or family status.

II. POLICY

The charitable organization integrates gender-sensitive approaches into all aspects of its organizational structure and daily operations.

The main objectives of this policy are:

- to create a supportive, inclusive, and gender-sensitive working environment;
- to promote the professional development of all employees, regardless of gender;
- to raise awareness of gender equality within the team;
- to consider the needs of married couples and individuals with family responsibilities;
- to ensure equal access to all opportunities within the charitable organization.

III. GOALS AND AREAS OF IMPLEMENTATION

1. Value System and Interaction

The charitable organization creates and maintains a gender-sensitive work environment where:

- gender balance is ensured in staffing policies, particularly in leadership positions;
- all staffing decisions are based on professional competence, experience, and suitability for the position;
- the need for balance between work, personal, and family life is recognized;
- working conditions are supported that take into account the interests of employees with families;

- respect for diversity in management approaches and the fulfillment of professional duties is encouraged.

2. Programs and Projects

In the development and implementation of its programs and projects, the charitable organization:

- conducts gender analysis and incorporates its results into the planning and implementation of activities;
- ensures the participation of both women and men in shaping the content of programs;
- takes into account the needs, roles, barriers, and opportunities for both genders;
- guarantees equal access to training, information, resources, and technologies;
- considers the specific family circumstances of employees, including married couples.

3. Responsibility and Monitoring

The leadership of the charitable organization is responsible for the implementation of the gender policy. Key responsibilities include:

- monitoring gender balance within the staff and governing bodies;
- ensuring equal access to career advancement and participation in management;
- preventing gender-based discrimination in recruitment processes;
- analyzing and updating internal policies in accordance with gender equality principles;
- conducting internal research, preparing reports, and promoting knowledge on gender equality.

The charitable organization “Charity Foundation Source of Revival” is committed to the sustainable development of an institutional culture of equality and the implementation of gender justice principles at all levels of its activities.