



Bahini Educare Foundation

Gender Equality, Disability & Social Inclusion Policy: 2081

PREAMBLE:

Bahini Educare Foundation, established in 2014, is a non-profit, non-governmental organization dedicated to advocating for the rights of children, with a particular focus on girls, and single mothers. Through a comprehensive program, the foundation addresses the fundamental needs of its beneficiaries, including nutrition, education, vocational training, communication, and social mobilization, aiming to prevent human trafficking and all forms of abuse and exploitation.

The gender equality, disability and social inclusion policies of Bahini Educare Foundation are crafted with several key considerations. Firstly, the foundation operates in collaboration with various organizations to uphold the rights of girl children and single mothers. Secondly, these policies are aligned with the principles of the United Nations Convention on the Rights of the Child (1989), the Convention on the Elimination of All Forms of Racial Discrimination (CERD), the Convention on the Rights of Persons with Disabilities (2006), and other international human rights and women rights standards. Lastly, these policies are rooted in Bahini Educare Foundation's mission, vision, goals, objectives, and values, as well as relevant laws.

2. DEFINITIONS:

Bahini Educare Foundation has established the following definitions for clarity and common understanding within the organization, regarding them as operational definitions.

2.1 GENDER EQUALITY:

Gender equality encompasses the equitable distribution of respect, influence, and opportunities between women and men. It guarantees their equal access to all dimensions of human development, including economic, social, cultural, civil, and political rights.

2.2 GENDER EQUITY:

Gender equity entails the fair allocation of responsibilities, outcomes, and benefits among women and men (girls and boys), acknowledging their distinct capabilities, needs, and influences. It also addresses existing inequalities between them to eliminate disparities and bridge gaps effectively.

2.3 DISABILITY:

Disability is a multifaceted concept encompassing physical, cognitive, sensory, and mental impairments that may hinder a person's full and equal participation in society. It's important to recognize that disability is not solely a medical issue; it's also influenced by social, cultural, economic, and environmental factors.

There are various types of disabilities, including:

2.3.1 Physical disabilities: These affect a person's mobility or physical functioning, such as paralysis, limb loss, or chronic illnesses like multiple sclerosis.

2.3.2 Cognitive disabilities: These impact cognitive functions, including learning disabilities, intellectual disabilities, and conditions like autism spectrum disorder.

2.3.3 Sensory disabilities: These affect sensory perceptions, such as vision loss (blindness), hearing impairment (deafness or hard of hearing), or conditions like tinnitus.

2.3.4 Mental health disabilities: These include conditions like depression, anxiety disorders, bipolar disorder, schizophrenia, and other psychiatric conditions that may affect a person's mood, thoughts, and behaviours.

Disabilities can be present from birth or acquired later in life due to illness, injury, or aging. They may be temporary, permanent, or fluctuating in nature.

2.4 SOCIAL INCLUSION:

The principles of inclusion assert that a truly democratic society cannot be realized without recognizing and nurturing all characteristics and capabilities related to class, gender, ethnicity, language, and culture. Social inclusion also

prioritizes fundamental values such as identity, participation, ownership, camaraderie, and embracing diversity in all endeavors.

2.5 MAINSTREAMING OF GENDER EQUALITY, DISABILITY & SOCIAL INCLUSION:

Mainstreaming gender equality, disability and social inclusion involves integrating gender, disabilities and social inclusion concerns into the development, execution, oversight, and assessment of all policies, plans, and programs.

3. VALUES & PRINCIPLES:

Below are the values and principles outlined in Bahini Educare Foundation's gender equality, disability and social inclusion policy:

3.1. Equality: Bahini Educare Foundation prioritizes the integration of gender and social inclusion concerns across all its programs and activities, guided by the principles of equity.

3.2. Empowerment: The foundation is dedicated to safeguarding, nurturing, and empowering children, youth, and women from marginalized groups based on factors such as caste, religion, gender, age, ethnicity, geographic location, language, ability, and economic status.

3.3. Non-Discrimination: Any forms of discrimination, exploitation, or abuse rooted in factors such as caste, religion, gender, age, ethnicity, geographic location, language, ability, or economic status is deemed unacceptable.

3.4. Zero Tolerance: The foundation maintains a zero-tolerance stance against gender-based violence.

3.5. Do No Harm: The organization adheres to the principle of doing no harm.

3.6. Right to Privacy: The privacy rights of women and children beneficiaries and members are safeguarded in accordance with the organizational policy.

3.7. Meaningful Participation: Bahini Educare Foundation ensures the meaningful involvement of children and women in decision-making processes.

3.8. Partnership and Cooperation: The foundation collaborates with individuals and organizations that unequivocally endorse principles of gender equality, disability and social inclusion.

4. POLICIES:

Bahini Educare Foundation will adopt the following gender equality, disability and social inclusion policies:

4.1. Implementation of Programs directly Related to Children and Women.

4.2 Bahini Educare Foundation will prioritize the inclusion of children and address gender issues in all its programs, including advocacy, services, and support, with a particular focus on promoting equality and social inclusion.

4.3. The foundation will consider the unique needs of girls and boys when working with children at risk.

4.4 Recognizing the heightened vulnerability and discrimination faced by girls in Nepal, Bahini Educare Foundation will develop targeted programs aimed at protecting and empowering girls.

4.5 Bahini Educare Foundation will strive to mainstream issues concerning children, youth, and women from marginalized groups, taking into account factors such as language, ethnicity, geographic location, parental economic status, social context, and ability, through awareness-building, empowerment, and other initiatives.

4.6 The foundation will ensure sensitivity to gender and social inclusion across all its activities, including advocacy campaigns, publications, studies, research, communication efforts, fact-finding missions, and visits. Additionally, Bahini Educare Foundation will analyze and incorporate disaggregated data on gender, language, caste, and geographic location into its publications whenever feasible.

4.2 INTERNAL MANAGEMENT OF CONCERNS:

4.2.1. Bahini Educare Foundation is committed to ensuring a workplace free from discrimination and abuse. Staff members will not face discrimination or abuse based on factors such as caste, religion, gender, age, ethnicity, geographic location, language, culture, attire, economic status, social background, or ability.

4.2.2. The foundation will prioritize the recruitment of women and individuals from marginalized groups.

4.2.3. Bahini Educare Foundation will prioritize the professional development of women staff and staff members from marginalized communities.

4.2.4. The foundation will actively discourage and take steps to eradicate exploitation and sexual harassment within its workplace.

4.2.5. Bahini Educare Foundation will place additional value on individuals with expertise in gender and social inclusion when appointing staff and volunteers.

5. CODE OF CONDUCT:

5.1. Neglecting gender and social inclusion issues within Bahini Educare Foundation's programs will be viewed as a violation of its core values.

5.2. In the event of any complaint from a staff member, child, or woman regarding discriminatory or harassing behavior—such as physical or verbal abuse, the use of sexual language, expressions of ill intent, or inappropriate physical contact—Bahini Educare Foundation will take appropriate action in accordance with its policies.

5.3. Bahini Educare Foundation will thoroughly investigate any complaints or reports regarding the involvement of its staff or affiliated members in discriminatory or harassing behavior and will take decisive action as per its established policies.

6. IMPLEMENTATION OF POLICY:

6.1. All stakeholders will undergo orientation on the policy.

6.2. Bahini Educare Foundation will obtain written commitments to adhere to its gender equality, disability and social inclusion policy from all staff, members, and volunteers.

6.3. Gender and social inclusion policies will be promptly implemented across all operational areas of Bahini Educare Foundation.

6.4. The foundation will establish a dedicated department responsible for mainstreaming gender equality, disability and social inclusion within Bahini Educare Foundation. This department will handle complaints related to policy violations in operational areas.

6.5. Comprehensive training on gender and social inclusion will be provided to all staff members, including newly appointed personnel and volunteers, to ensure the integration of these principles throughout Bahini Educare Foundation.

6.6. Bahini Educare Foundation will address all complaints and issues raised by children, women, and staff members concerning gender equality, disability and social inclusion.

6.7. Various codes of conduct, including those for volunteers and relevant sections of the staff administration policy pertaining to gender and social inclusion, will be incorporated into Bahini Educare Foundation's gender equality, disability and social inclusion policy.

6.8. Adherence to the outlined policies and codes of conduct is mandatory for all involved parties. Violations will result in disciplinary action in accordance with Bahini Educare Foundation's Administrative policy.

This policy is effective upon endorsement by the Executive Committee of Bahini Educare Foundation.