

GENDER EQUALITY, DIVERSITY, AND INCLUSION POLICY

Introduction

The aim of this policy is to provide guidance and rules of conduct for our members, leadership, employees, volunteers, contributors, and associates with the aim to be genuinely representative of all sections of society and for each member, employee, and volunteer to feel respected and able to give their best.

Terraforming is committed to encouraging gender equality, diversity, and inclusion and eliminating discrimination.

Terraforming is committed to zero tolerance toward bullying, harassment, victimization, and discrimination.

Terraforming is committed to ensuring that gender perspectives and attention to the goal of gender equality are central to all activities - organization development, policy development, research, advocacy, dialogue, resource allocation, procurement, planning, implementation, and monitoring of our programs and projects.

This Gender Equality, Diversity, and Inclusion Policy is part of Terraforming's fundamental values, and all members and employees are obliged to follow it.

Our Gender Equality, Diversity, and Inclusion Policy is based on the following:

National Laws and Regulations and International Conventions, Declarations, Resolutions, and Strategies

- [Law on Prohibition of Discrimination](#) ("Official Gazette of the Republic of Serbia", no. 22/2009 and 52/2021) which regulates the general prohibition of discrimination, the forms, and cases of discrimination, as well as procedures for protection against discrimination in the Republic of Serbia.
- Guidelines and recommendations by the [Commissioner for the Protection of Equality of the Republic of Serbia](#).
- The European Commission [Gender Equality Strategy 2020-2025](#). The strategy establishes policy objectives and actions to address gender equality challenges in Europe. It seeks to include the gender perspective across all policy areas, at all levels, and in all stages of policy-making.
- [The 2015 Paris Declaration on promoting citizenship and the common values of freedom, tolerance and non-discrimination through education](#).
- [The Commission/Council 2015 joint report on progress in the implementation of the ET 2020 strategic framework for European cooperation in education and training](#).
- [The European Commission's Strategy for Equality between Women and Men \(2010 – 2015\)](#), the priority of the strategy – equal economic independence – includes actions focused on reducing gender segregation in education and training, particularly in the scientific and ICT fields.
- European Commission Strategic Engagement for gender equality 2016 – 2020
- [The EU Plan of Action on Gender Equality and Women's Empowerment in Development \(2010 – 2015\)](#).
- [The European Parliament's resolution on the EU strategy for equality between women and men post-2015](#) reaffirms that educational institutions still practice gender segregation. (2015)

- [The European Parliament's Resolution on Empowering Girls through Education in the EU](#). (2015)
- [The Council of Europe gender equality strategy 2014 – 2017](#).
- [The United Nations Convention on the Elimination of all Forms of Discrimination against Women](#) (CEDAW, 1979), in which the states undertook, among other things, commitments to ensure equal rights for men and women in the field of education (Article 10). This included the elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging co-education and other types of education that will help to achieve this aim and, in particular, by the revision of textbooks and school programs and the adaptation of teaching methods.
- [The Beijing Declaration and Platform for Action adopted at the United Nations Fourth World Conference on Women](#) urged governments to combat the continuous discrimination against women, which persisted across countries as they prepared to enter the twenty-first century.

Policy's purpose

This policy's purpose is to:

- 1.1. Provide gender equality, fairness, and respect for all engaged in working with us in all forms of engagement, whether as employees, participants, associates, or volunteers, whether full-time, part-time, or temporary, during specific projects or events.
- 1.2. Prevent and counter discrimination based on:
 - Age
 - Disability
 - Gender
 - Marriage and Civil Partnership
 - Pregnancy and Maternity
 - Race, Nationality, Ethnic or National Origin
 - Religion or Belief
 - Sex
 - Sexual Orientation
 - Looks and Physical Appearance
- 1.3. Oppose and avoid all forms of discrimination, including:

- Pay and Benefits
- Terms and Conditions of Employment
- Dealing With Grievances and Discipline
- Dismissal
- Redundancy
- Parental Leave
- Requests for Flexible Working Hours
- Selection for Employment, Promotion, Training, or Other Developmental Opportunities

Our commitments

The organization commits to the following:

- 1.4. Encourage workplace equality, diversity, and inclusion as they are good practices and make business, quality, and productivity sense.
- 1.5. Create a working environment free of bullying, harassment, victimization, and discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognized and valued.

This commitment includes training managers and all other employees about their rights and responsibilities under the equality, diversity, and inclusion policy. Responsibilities include staff conducting themselves to help the organization provide equal opportunities in employment and prevent bullying, harassment, victimization, and discrimination.

All staff should understand they, as well as their employer, can be held liable for acts of bullying, harassment, victimization, and discrimination, in the course of their employment, against fellow employees, members, volunteers, contributors, associates, partners, customers, suppliers, and the public.

- 1.6. Take complaints of bullying, harassment, victimization, and discrimination by fellow employees, members, volunteers, contributors, associates, partners, customers, suppliers, visitors, the public, and any others in the course of the organization's work activities seriously.

Such acts will be dealt with as misconduct under the organization's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

Cexual harassment may amount to both employment rights matters and criminal matters, such as sexual assault allegations.

- 1.7. Make opportunities for training, development, and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilized to maximize the organization's efficiency.
- 1.8. Make decisions concerning staff being based on merit.
- 1.9. Review employment practices and procedures when necessary to ensure fairness, and update them and the policy to take account of changes in the law.
- 1.10. Monitor the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality, diversity, and inclusion and in meeting the aims and commitments set out in the gender equality, diversity, and inclusion policy.

Monitoring will also include assessing how the gender equality, diversity, and inclusion policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

A decision to follow this policy

The gender equality, diversity, and inclusion policy is fully supported by the Terraforming Assembly, Steering Board, and senior management.

Adopted by the Terraforming Assembly on May 6, 2023.