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Inclusion Policy - Gender and Disability

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Introduction

Fairaction International firmly believes in and advocates for gender equality and the empowerment of all individuals regardless of gender identity or disability. Gender equality is essential not only as a fundamental human right but also as a cornerstone of a peaceful, prosperous, and sustainable world.

We acknowledge the rights of women, girls, and all gender identities, and we stand against any form of inequality or injustice directed at these groups. We recognize that effective solutions to gender and disability inequalities require a transformative approach that changes attitudes and behaviors across all genders.

Fairaction International is committed to:

- Supporting initiatives that address gender and disability inequalities.
- Engaging all genders in the development process to ensure inclusive and equitable outcomes.
- Promoting gender equality, justice, and empowerment at every stage of our projects, from planning through to implementation and evaluation.

Understanding that gender is not binary, we use inclusive language throughout this policy. By referring to “all genders and ages,” we acknowledge and respect the diversity of sexual orientations, gender identities, and gender expressions. This inclusive approach ensures that our programs and initiatives are accessible to and supportive of everyone, particularly those who are often marginalized in society.

Our commitment extends to ensuring that our projects not only support but actively involve people with disabilities, recognizing their potential and advocating for their rights and inclusion in all aspects of society. This policy guides our actions and interactions, ensuring that we contribute meaningfully to the creation of a world where equality is not an aspiration but a reality.

Purpose

This policy underscores Fairaction International's dedication to promoting gender equality and disability inclusion within the framework of our mission to provide sustainable access to clean drinking water. It embodies our commitment to integrating these principles in our operations and interactions, thereby enhancing our credibility and effectiveness among donors, partners, and communities.

Objectives of the Policy:

1. **Communication and Commitment:** Define and communicate Fairaction International's commitment to gender equality and disability inclusion both internally within the organization and externally with our global partners and communities.
2. **Organizational Strengthening:** Strengthen our organizational culture by embedding gender equality and disability inclusion into all aspects of our work, from research and development to community engagement and water project implementation.

3. Programming and Operational Commitments:

- Align our development programs and operations with our commitments to actively promote and integrate gender equality and disability inclusion.
- Foster collaborative efforts that utilize the diverse strengths, experiences, and lessons learned from various stakeholders to enhance our water sustainability initiatives.

Priority Considerations for Projects:

Projects prioritized under this policy are those that:

- Promote the rights and active participation of all genders and disabled persons in determining development objectives, particularly in planning and evaluating water sustainability projects.
- Enhance social and economic opportunities for all genders and disabled persons, aiming to improve access to clean water, health outcomes, and community resilience against water-related challenges.
- Address and mitigate violence and abuse towards all genders and disabled persons within the communities we serve.
- Increase the roles of women and disabled persons as decision-makers in community water management and governance, recognizing their critical contributions to sustainable water solutions.
- Support community-driven responses that challenge and transform cultural values and practices that hinder the full participation of all genders and disabled persons in water sustainability efforts.
- Ensure inclusive participation in projects designed to tackle water access inequalities and foster long-term sustainability.

Through these targeted efforts, Fairaction International seeks to ensure that our initiatives not only deliver clean water but also foster an environment where gender and disability inclusiveness contribute to the resilience and health of communities. This holistic approach is fundamental to achieving our goal of sustainable water access for all, in alignment with United Nations Sustainable Development Goal 6.1.

Commitments

Fairaction International is committed to embedding gender equality and disability inclusion within all facets of our operations and initiatives, particularly in our efforts to provide sustainable access to clean drinking water. The following commitments guide our actions and accountability, ensuring that we not only meet but exceed our goals in fostering inclusive and sustainable water solutions.

1. **Data-Driven Actions:** Utilize gender and disability-inclusive data, disaggregated by sex, age, and other relevant diversity factors, to guide programming throughout the project cycle.
2. **Inclusive Engagement:** Collaborate with all relevant stakeholders to promote gender empowerment and equality as integral components of our water projects and organizational goals.
3. **Risk Management:** Proactively identify risks associated with programming to avoid unintended consequences, such as backlash or gender-based violence, across all areas of focus.
4. **Impactful Evaluations:** Conduct evaluations and reviews that are harmless, participatory, and specifically assess our progress toward achieving gender equality and disability inclusion.
5. **Knowledge Sharing:** Document and disseminate best practices and challenges to facilitate learning within communities, among Fairaction International teams, and with our partners.
6. **Policy Development:** Develop all policies and practices with a gender and disability perspective, and maintain transparency by reporting on the gender and diversity balance within our staffing and governance structures.
7. **Equity Strategies:** Actively pursue strategies to correct any disparities in gender and diversity balance and remuneration levels identified through our monitoring processes.
8. **Inclusive Recruitment:** Commit to hiring and retaining personnel who are dedicated to gender equality; enhance the capacity of our staff and partners in these areas, ensuring that these principles are

embedded in all operational plans, job descriptions, and performance evaluations.

9. **Transparent Reporting:** Regularly communicate with our program participants, donors, and the public about our progress in integrating gender equality and disability inclusion into our projects.
10. **Prevention and Response:** Implement comprehensive measures to prevent and address all forms of sexual harassment, violence, and exploitation, particularly targeting vulnerable groups including children and disabled persons.
11. **Staff Training and Systems:** Promote ongoing staff training and robust systems for reporting and monitoring to ensure all team members are equipped to support our inclusion goals.
12. **Respectful Communications:** Ensure that our external communications, including marketing, fundraising, and advocacy, respect and reflect our commitment to social justice, using language and imagery that promote inclusivity and avoid stereotypes, particularly those based on gender and ethnicity.

By upholding these commitments, Fairaction International strives to ensure that every aspect of our work not only contributes to providing clean water but also supports a broader agenda of social justice, gender equality, and disability inclusion. These commitments are integral to our mission and reflect our dedication to creating a more equitable and sustainable world.

Associated Policies

This Inclusion Policy for Gender and Disability is part of a broader framework that aligns with Fairaction International's commitment to ethical practices and standards of behavior. It complements the principles outlined in Fairaction International's Code of Conduct, which all employees, volunteers, and partners are required to adhere to. The Inclusion Policy works in conjunction with other critical policies to reinforce our commitment to creating an inclusive, equitable, and respectful environment across all our operations and projects globally