



PRAJNYA GENDER POLICY

Peace and justice are the heart of Prajnya's vision and equality is implicit, central and critical to this vision. Gender equality is one of the two key animators of Prajnya's work and we are committed to living the feminist principles and values we promote.

Prajnya's vision of gender equality is inclusive and intersectional. No one is equal until everyone is equal.

Prajnya's Gender Policy derives from the Universal Declaration of Human Rights (1948), the Constitution of India (1950), the Convention on the Elimination of all Forms of Discrimination Against Women (1979), the Violence and Harassment Convention (2019) and Indian laws relating to gender-based violence, notably, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

Within Prajnya as an organization, this vision manifests as:

- Non-discrimination in matters of hiring, mentoring and promotion within the team, defined as employees, volunteers and interns.
- Attention to creating gender-inclusive programmes and projects.
- The careful and consistent use of gender-inclusive and non-discriminatory language in our reports and other publications.
- A commitment to a safe workplace, as prescribed by the Vishaka Guidelines (1997) and the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013.

The following caveats apply:

- Our Board of Trustees will continue to be an all-female body, while our Panel of Advisors to the Trust will be a mixed body.
- The Prajnya Team is still too small to constitute an Internal Committee so we commit to posting this policy and contact information and instructions for the relevant Local Committee in our office and on our website.

Prajnya is also a growing community made up of past volunteers, donors, resource persons, partners and supporters. In that context, this policy is a commitment to:

- Support others in their campaigns and struggles where they are consistent with our values;
- Create and facilitate platforms that amplify marginalized voices;
- Forge partnerships that coordinate, consolidate and build capacity for social change work in civil society and in communities;
- Innovate and undertake gender transformative public education outreach.