



KEP

Collective Impact Programme Association

Collective Impact Program Association

Gender Equality Policy Paper

INTRODUCTION

The principles, objectives, and areas of operation of the Collective Impact Program Association aim to protect the rights of every individual without discrimination based on race, nationality, belief, sexual orientation, and any other criteria. It seeks to work towards the inclusion of every individual in social life and create awareness specifically in the context of gender equality. This policy document forms the foundation of this purpose.

Discrimination exists among many people in the world due to various reasons. KEP prioritises human dignity above all values and does not accept any discrimination contrary to human dignity. This policy document will focus on discrimination based on gender, as a result of social gender inequality. As humans, we lead our lives as social beings. While living this social life, individuals exhibit different behaviours according to their time, place, social status, culture, and gender. Gender roles reflect the socially and culturally constructed differences between women and men. Gender and role behaviours are learned based on the culture and values of society. Thus, different social responsibilities are assigned to women and men.

KEP addresses this issue in line with its mission, considering the inequality caused by gender and creating awareness about it. KEP takes a stance against all forms of discrimination and believes in the equality of all individuals. It firmly believes that this equality will not be violated in any way, by hiding behind concepts such as culture, tradition, belief, or gender. Aware of Turkey's and the region's context, KEP aims to address all forms of inequality by expressing its views on gender equality within the framework of this policy document and providing solutions against violations.

Gender-based inequality is protected by domestic regulations, including the constitution and other relevant laws. However, the current regulations in force do not effectively prevent violations related to gender inequality today. Taking into account Turkey's domestic legislation and



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international treaties, KEP upholds all values and principles related to gender equality.

OBJECTIVE

The purpose of this policy document is to share with the public how KEP approaches gender-based violations and to express our determination to fight against such violations. This policy document aims to establish principles, recommendations, and measures for KEP to make every effort to prevent violations arising from gender roles and ensure that every individual is equal, as well as to increase awareness about gender equality. This document outlines the responsibilities that KEP must undertake in cases of gender-based violations, what should be done to prevent such situations, and interventions that need to be made for the community.

- All members and employees of KEP know and accept that no tolerance will be shown for any violations arising from gender. KEP acknowledges that reluctance to take action against violations and failure to respond to such violations at an institutional level are unacceptable.
- KEP pledges that violations arising from gender will never be ignored and that complaints will be swiftly and effectively evaluated for a fair investigation process.
- KEP commits to creating gender sensitivity, educating its members about gender issues, thoroughly examining all unwanted declarations, claims, and complaints related to gender violations with a principled approach, and actively monitoring them in relevant committees.
- KEP pledges to share the results of all kinds of violations arising from gender obtained from the processes in relevant committees (disciplinary processes) with all members and, where information is requested, with all stakeholders within the framework of the principles of this document, in a cause-and-effect relationship and at a principled level.



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- This policy document aims to contribute to the creation of an environment where no violations based on gender occur, and to prevent such incidents by increasing awareness about gender.
- This document primarily aims to prevent violations related to gender, strengthen awareness about the issue, and encourage victims to express themselves comfortably, providing a safe environment for them throughout the process.
- This document aims to prevent violations related to gender and strengthen awareness about the issue.
- KEP commits to ensuring that the violations mentioned in this policy document related to gender, violations of human rights, and violations related to education, media, and organisational activities, among others, are brought up in all of KEP's activities.
- KEP pledges that the provisions in this policy document will not change depending on individuals or time.

SCOPE

The provisions in this document cover KEP's own organisation, its affiliated solidarity networks, and components within the scope of its operations, including employees and members.

Thus, the principles and provisions outlined in this document encompass all components of KEP - members, board of directors, volunteers, employees, participants, students, guests, as well as all individuals and employees of entities providing/receiving services - in internal and organisational activities.

It is valid for both incidents that occur within KEP and incidents that occur outside but have an impact on the KEP environment, arising from both educational and business relationships. KEP, with sensitivity, commitment to creating gender sensitivity within its own organisation and among its authorised solidarity networks and components, pledges to

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support victims, meticulously address all claims and complaints from members and employees, and actively monitor them in relevant committees.

This policy document aims to contribute to the creation of an environment where no interventions based on gender occur and to prevent such incidents from taking place.

DEFINITIONS

Gender: Gender is a concept separate from biological sex and is a result of socially constructed roles, responsibilities, and behaviors. It is shaped by the influence of society and cultural norms, reflecting the relationships and power dynamics between women and men.

Gender Equality: Gender equality refers to efforts and policies aimed at providing equal rights and opportunities for women and men in social, political, economic, and cultural domains. Gender equality also involves questioning and changing social gender norms.

Gender Discrimination: Gender discrimination refers to the differential treatment of individuals based on their gender. This discrimination can lead to unequal rights and opportunities for women and men.

Gender Roles: Gender roles are norms established by society that define expected behaviors, responsibilities, and roles for women and men. Gender roles are based on societal gender expectations and are often culturally constructed.

Gender Norms: Gender norms are accepted rules and expectations within a society or culture regarding behaviours for women and men. Gender norms reflect societal expectations about how individuals should behave based on their gender.

Gender Sensitivity: Gender sensitivity refers to the ability of individuals and organisations to understand and respect gender differences and gender



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roles, and to develop policies and programs while taking these differences into account.

Gender Equality Policy: A gender equality policy is an official document that outlines strategies and objectives for achieving gender equality, preventing gender discrimination, and empowering women. This policy aims to change gender norms and promote gender equality at the societal level.

PRINCIPLES

Principle of Privacy

KEP ensures the confidentiality of the private lives of complainants and the individuals involved at all stages during the evaluation of any allegations of intervention based on gender. The principle of privacy is crucial to avoid moving details of the parties' private lives into the social sphere during the investigation, and to prevent any negative impact on their professional, academic, and social relationships.

Fair Assessment and Protection Principle

- KEP evaluates applications promptly, fairly, and objectively through its relevant committees.
- Necessary measures are taken during the application process to prevent the victim from being victimised again.
- KEP is careful and diligent in avoiding any behaviour or action that could lead to the victim of gender-based discrimination being victimised again, and that could damage the dignity and trust of the parties.
- Efforts are made to ensure that psychological support is provided to the victim during the investigation phase.



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Principle of Reliance on Testimony

KEP relies on the complainant's statement when evaluating applications from individuals who have experienced gender-based violations. This means that the committee conducting the investigation does not expect the complainant to prove the existence of the act in question during the evaluation process of the complainant's application.

Principle of Trust

KEP behaves with sensitivity and adherence to all these principles during the evaluation process of gender-based violation applications, without undermining the trust of the parties.

KEP ETHICS COMMITTEE

Within the scope of monitoring policy documents and overseeing internal practices of the KEP (Association's Name), an entity named the "KEP Ethics Committee" has been established. The committee has been granted the authority to conduct investigations, research, monitoring, inspections, and educational tasks related to the subject.

The KEP Ethics Committee is composed of the individuals listed below; it convenes with a simple majority and makes decisions by a majority vote.

Ethics Committee:

- A representative from the association's employees
- A representative from the association's executives
- A representative from program beneficiaries

In total, the committee consists of three members. Committee members are reappointed before each training period for beneficiaries. Until the new training period begins, the existing committee members continue their duties. In cases where the decision is made not to open a course based on the association's decision, a person is selected from among the association

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members to serve in place of the representative chosen by the beneficiaries.

Representatives are appointed through elections conducted by the board of directors, employees, and program beneficiaries. Members can be elected multiple times. The KEP Ethics Committee meets regularly every first Friday of the month. It monitors the implementation of policy documents that have been approved by the association and have come into effect in accordance with the procedure, and it makes decisions regarding applications submitted to it.

Complainants or individuals whose defence has been heard can appeal the decisions of the Ethics Committee to the board of directors. If no appeal is made to the board of directors within 7 days, the decisions of the Ethics Committee become final. Following an appeal against an Ethics Committee decision, the decisions of the Board of Directors are final. The implementation of decisions made by the Ethics Committee is the responsibility of the Board of Directors.

Responsibilities of the Ethics Committee within the Scope of this Policy Document

- Regularly monitor and evaluate the subjects covered under this policy document.
- Investigate allegations of procedures, practices, actions, or behaviours that may lead to the violation of rights based on gender within the scope of this policy document.
- Review the violation claims related to the subjects covered by this policy document at the next meeting, provide information to the complainant, and ensure that the investigation is completed within 1 month from the start of the process; if necessary, take temporary measures such as suspension from duty, remote work, suspension of courses, etc.
- Convene exceptionally if the application requires urgent attention.



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- Provide procedural and legal support mechanisms to victims during the examination and investigation process; if these mechanisms are not feasible within KEP's capabilities, refer victims to appropriate institutions.
- Organise training, promotion, and similar activities to raise awareness about gender within KEP and issue publications.
- Collaborate and coordinate with other units within relevant solidarity networks concerning gender issues.

Identification and Submission of Gender-Based Violations to the Ethics Committee

- Individuals who believe they have experienced a violation of a gender-based right or have been subjected to a practice, behaviour, or action that results in a violation are advised to consult the KEP Ethics Committee by utilising this policy document as the first step.
- The KEP Ethics Committee relies on the complainant's statement in assessing all kinds of gender-based violations.
- The complainant's statement is documented in writing, and the complainant is informed about the stages of the process.
- In cases where it is definitively established that the complainant intentionally provided false information during the process, no disciplinary sanctions will be applied.

Measures Available to Individuals Who Believe They Have Been Victimised by Gender-Based Violations

- Read the KEP Policy Document on Gender.
- Clearly warn the person engaging in behaviour or practices that will cause victimisation, stating that formal action will be taken if they do not cease the behaviour or practice.
- From the outset, collect any materials that could serve as evidence in the investigation, keep records of incidents, and preserve evidence.



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- In cases requiring reasonable adjustments related to gender, submit a written request to the KEP Board of Directors.
- Seek support and learn about their rights by applying to the KEP Ethics Committee.

Suggestions for Individuals Who Recognize Gender-Based Violations

- Read the KEP Policy Document on Gender.
- Display a respectful attitude and sensitivity in interactions with KEP employees, beneficiaries, board members, and members, ensuring a dignified approach.
- Be more considerate and sensitive in interactions with disadvantaged groups, ensuring their non-victimization, and paying attention to sensitive behaviour in their work environment.
- When recognizing behaviour that could cause victimisation or disrupt the association environment, take immediate action and initiate efforts to eliminate the negative consequences.
- Apply to the KEP Ethics Committee to acquire information