

ALLIANCE

FOR WOMEN AND GIRLS (AFWAG)

ANTI DISCRIMINATION AND INCLUSION POLICY

1. Introduction

1.1. The Alliance for Women and Girls (AFWAG) strives to promote equality, diversity, and inclusion within its network. We firmly believe that any form of discrimination goes against our mission to empower women and girls in Sub Saharan Africa. This policy outlines AFWAGs stance against discrimination and our dedication to fostering an inclusive environment for all network members.

2. Purpose and Scope

2.1. AFWAG Network is committed to cultivating a diverse community as stated in this Anti-Discrimination Policy. Our goal is to establish an environment that is free from discrimination, harassment and bias for all members regardless of their race, color, ethnicity, national origin, gender, gender identity or expression sexual orientation, age, disability, religion or any other protected characteristic.

3. Commitment to Non Discrimination

3.1. AFWAG Network strictly prohibits discrimination in all aspects of membership including recruitment processes, application procedures, selection and participation benefits. Any form of discrimination whether verbal written or physical that negatively affects individuals or groups based on protected characteristics is strictly forbidden.

4. Prevention of Harassment

4.1. The AFWAG Network has a zero-tolerance policy towards harassment including visual forms. We do not tolerate any behavior that creates an intimidating environment for our members.

5. Reporting Procedures

5.1. If any members experience discrimination or harassment, it is important to report incidents to the administration of AFWAG Network. You can submit your reports in writing or, through designated communication channels. AFWAG assures its members that the network will thoroughly investigate all complaints and act.

6. Confidentiality

6.1. AFWAG Network understands the importance of confidentiality. Will handle

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all reports and investigations with the care within the limits allowed by law. The privacy of all parties involved will be prioritised and information will only be disclosed on a need-to-know basis.

7. Retaliation Prohibition

7.1. AFWAG Network strictly prohibits any form of retaliation against individuals who report discrimination or harassment. If any retaliatory actions occur, they will be treated as violations. Result in appropriate disciplinary measures.

8. Disciplinary Action

8.1. Any members found to be in violation of this Anti-Discrimination Policy will face action, which may include suspension or termination of their membership. The severity of the action taken will depend on the nature and frequency of the violation.

9. Education and Training

9.1. AFWAG Network is committed to providing education and training programs that raise awareness about discrimination, harassment, and diversity. We strongly encourage all members to participate in these initiatives.

10. Review and Revision

10.1. This Anti-Discrimination Policy undergoes reviews and updates to ensure its effectiveness. Any changes made to the policy will be communicated to members ensuring that everyone has access to the up to date version.

11. Acknowledgement

11.1. By becoming a member of the AFWAG Network, individuals acknowledge their understanding of this Policy and agree to comply with its provisions.

Your Organisation Name:

Authorised Signatory:

Date: