



Gender Equality Policies

Leyli Sanat Derneđi, 2023

Our Aim:

The aim of this policy document is to articulate the gender-sensitive principles, practices, and procedures that Leyli Sanat Derneđi aspires to uphold. It is designed to foster a culture of inclusivity and equal opportunity for all, regardless of gender or sexual orientation. This policy serves as a guide to action and a measure for accountability within the organization.

Policy's Scope:

This policy applies to all employees, volunteers, board members, and affiliates of Leyli Sanat Derneđi, regardless of their role or seniority within the organization. It extends to all areas of operation, including but not limited to hiring, compensation, promotion, project design and execution, and interactions with external stakeholders. The policy also governs the organization's official publications, digital platforms, and any other forms of representation.

Policy Principles:

1. **Inclusive Language:** Leyli Sanat Derneği is committed to using an inclusive and empowering language in all forms of communication, explicitly avoiding any language that is sexist, discriminatory, or harmful to any gender or sexual orientation.
2. **Equal Representation:** The organization ensures that women and LGBTI+ individuals are adequately and equally represented in decision-making bodies and organizational activities.
3. **Priority Hiring:** Leyli Sanat Derneği gives precedence to women and LGBTI+ candidates in its hiring processes, especially for roles that align with the organization's focus on art, culture, and social issues.
4. **Safe and Nurturing Environment:** A workspace will be maintained that not only respects but nurtures the personal and professional growth of women and LGBTI+ individuals.
5. **Pay Equality:** Commitment to an equitable remuneration policy, ensuring that gender does not influence wage gaps.
6. **Non-Gendered Workload:** Administrative and other tasks will be assigned irrespective of gender roles, promoting an egalitarian work culture.
7. **Zero Tolerance for Harassment:** Any form of harassment, including but not limited to sexual, emotional, or online harassment, will be dealt with severely, implementing preventive measures and supporting the survivors.

Policy Groundings:

Leyli Sanat Derneđi recognizes and aligns its gender policies with:

- The Istanbul Convention
- The Universal Declaration of Human Rights
- CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women)
- Turkish national laws related to gender equality and anti-discrimination.

Reporting Gender Discrimination and Harassment:

Employees and affiliates have the right to report incidents of gender-based violence or discrimination under our "Sensitive Complaints" category. All reports will be investigated by an Ethics Committee, maintaining confidentiality and protecting the rights of the complainant.

Exceptions:

1. The policy does not limit the organization from developing programs that specifically target the unique needs of women, men, or non-binary individuals.
2. The organization may prioritize women or LGBTI+ individuals for specific projects or roles, where their perspective adds exceptional value.
3. While striving for gender equality, the policy does not mandate an exact male-to-female ratio in every project or department but aims for a balanced and fair representation.

Gender Equality Policy of Leyli Sanat Derneği

Gender-Sensitive Training: All employees, regardless of their role, will undergo regular training sessions on gender sensitivity, intersectionality, and combating implicit biases.

Inclusive Communication: The organization ensures all its publications, public interactions, and even internal memos are scanned for gender-sensitive language.

Project Design & Implementation: All projects initiated by Leyli Sanat Derneği will incorporate a gender analysis phase, assessing the different impacts and benefits for individuals of all genders.

Care Work: Acknowledges the disproportionate burden of care work on women and implements policies such as flexible working hours and remote work options to balance this load.

Promotion & Leadership: Special mentorship programs will be initiated to help women and LGBTI+ employees break the "glass ceiling" and take on leadership roles within the organization.

Access & Infrastructure: The physical and digital spaces of the organization will be designed to be inclusive and accessible, such as gender-neutral bathrooms and anti-discriminatory algorithms in digital platforms.

Consultation Mechanisms: Regular forums and surveys will be conducted to capture gender-specific concerns and needs, directly involving those affected in the policy-making process.

Review & Adaptation: The organization commits to an annual review of all gender-sensitive policies to adapt and evolve according to changing societal norms and needs.

Accountability and Transparency: Establishes clear lines of accountability and public reporting mechanisms to track the implementation and effectiveness of gender-sensitive policies