



Theodora Anavhe Adamu Foundation (TAAF)

Gender, Diversity, Equity and Inclusion Policy

Introduction

This policy outlines TAAF's commitment to promoting gender equality, and ending gender discrimination in all its programs, services and operations. The United Nations Entity for Gender Equality and the Empowerment of Women defines *Gender equality as the equal rights, responsibilities and opportunities of women and men, boys and girls. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men.*

Scope

This policy applies to all Employees, Volunteers, Interns, and Partners of TAAF.

Purpose

The purpose of this policy is to

- Promote gender equity in all key aspects of TAAF- governance, management and staffing

- To provide equitable opportunities for ALL persons, in all aspects of TAAF's programs, irrespective of their gender, ethnicity or, religion.
- To regularly evaluate and monitor its programs and services to ensure that they promote these values.

Policy Statement

TAAF is committed to promoting and protecting the rights of its employees, volunteers, and partners regardless of gender, ethnicity, or religion.

The following principles guide our work in promoting gender equality

- **Non-Discrimination:** TAAF prohibits any discrimination based on gender, ethnicity, or religion. This includes, but is not restricted to, discrimination in:
 - the provision of services to vulnerable/marginalized populations.
 - employment, progression or volunteer opportunities.
- **Equal Opportunity:** TAAF is committed to providing equal opportunities for employment, volunteer work, and provision of services to ALL persons irrespective of gender, ethnicity or religion. TAAF will ensure that every person has equal opportunity to benefit from its policies, programs, activities and all aspects of their work.
- **Gender Balance in Staffing:** TAAF will respect the advancement of gender balance at all levels. It will ensure that all employees and volunteers are treated equally and offered equal opportunities.

Implementation

- All employees and volunteers of TAAF are expected to adhere to this policy and encourage gender equality in their work
- TAAF will regularly monitor and evaluate its programs, services and policies to ensure that they promote equity and fairness, and work to remove barriers to accessing quality services.