

GENDER EQUALITY & INCLUSION POLICY



Reference	LH017	Date approved	18 th January 2023
Approved by	Board of Directors	Date for review	18 th January 2026

INTRODUCTION

LiteHaus International aims to remove barriers to people being able to exercise their reasoned agency and achieve their dreams. Our core focus is on bridging the digital divide to create more equitable access to opportunities and services in the digital world. However, our commitment to inclusion goes beyond this both within and outside of our programs.

Gender equality is a cornerstone of the sustainable development agenda and is enshrined as a human right in the UN Declaration of Human Rights and immeasurable conventions and statements. A gendered approach to development is essential to optimising impact as investing in women yields greater outcomes for development programs. LiteHaus International recognises that women and girls experience inherent disadvantage due to culturally entrenched and social constructed gender roles. We also acknowledge that gender inequality in our operating geographies poses a barrier to digital inclusion beyond digital in access. The digital world belongs to everyone, and this policy outlines our commitment to ensuring that women and girls hold equal opportunity to be a part of it.

Note: our Gender Equality & Inclusion Policy speaks to our programs-oriented commitments towards reducing gender inequality. Our Equal Employment Opportunity Policy outlines our internal focus on achieving gender diversity and safe workplaces.

STATEMENT OF POLICY

LiteHaus International seeks to remove barriers to participation and achieve equal opportunity and equitable outcomes for women and girls. We commit to working towards Sustainable Development Goal 5 – Gender Equality and ensuring that our contributions to other Goals, notably Sustainable Development Goal 4 – Quality Education include women and girls. We are committed to implementing inclusive projects to ensure that all genders have an equitable opportunity to participate in and benefit from our programs. We aim to utilise digital technology as a tool for overcoming gender barriers and create a more inclusive digital world.

GUIDING PRINCIPLES

1. Do No Harm: A “Do No Harm” approach to gender equality requires that projects/programmes conduct an analysis of the potential risks of

unintentionally perpetuating or reinforcing gender inequalities in the context of the intervention, proactively monitor risks, and take corrective/compensatory measures if applicable.

2. Intersectionality: Gendered inequality interacts and intersects with other forms of discrimination in society, such as age, disability, racism, homophobia, classism and other. Programming and activities should understand and respond to the ways in which gender intersect with other personal characteristics/identities, and how these contribute to unique experiences of discrimination.
3. Leave Nobody Behind: Digital exclusion keeps people from participating in an entire lifesphere of the modern human experience – the digital world. The digital world and the digital revolution must be for everyone, including women and girls

COMMITMENTS

LiteHaus International will contribute to promoting gender equality and inclusion in the following ways:

1. We will ensure that the programs aspects of the Strategic Plan, and program development frameworks reflect the organisation's understanding of and commitment to addressing gender inequality that prevents opportunities for women and girls.
2. We will endeavour to enable digital inclusion, through our programs, to more women and girls by actively seeking girls' schools, women's groups and programs which tackle gender inequality.
3. We will incorporate a gender lens within our project planning and risk management processes to mitigate barriers to participation for women and girls and ensure that our programs 'do no harm'.
4. We will put adequate time, budget and human resources in place to enable staff to understand the importance of gender equity and how to build the power of girls and women when implementing projects and programs.
5. We will take all measures to prevent and respond to all forms of sexual harassment and violence, and sexual exploitation and abuse of children and vulnerable adults, promote staff awareness and training, and effective systems for reporting and monitoring.
6. We will incorporate segregated analysis of women and girls in our monitoring and evaluation exercises.

RELATED DOCUMENTS

- LiteHaus International – Equal Employment Opportunity Policy
- LiteHaus International – Human Rights Statement