



LiteHaus

DIGITAL LEARNING - INSPIRING MINDS

INTERNATIONAL



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Gender Equality & Diversity Policy: All personnel

Purpose

This Gender Equality & Diversity Policy outlines the values, principles and standards of behaviour expected of all personnel of LiteHaus International Inc. to ensure best practice standards which promote gender equality and diversity in all activities are maintained.

Background

LiteHaus International Inc. became an incorporated association, registered with the Queensland Office of Fair Trading on 9th February 2018, having acted as an unincorporated association known as LiteHaus Foundation since 16th September 2017. LiteHaus International Inc. (herein referred to as LiteHaus International) was established to globally contribute to the removal of obstacles encountered in the pursuit of quality and relevant education, ultimately enabling individuals to reach their full potential.

On the 8th May 2019, LiteHaus International become officially registered as an Australian charity with DGR-status with the Australian Charities and Not-for-profits Commission. LiteHaus International is governed by the stipulations of its Constitution and operates in accordance to its Standard Operating Manual, formally adopted as a live document in January 2019.

Vision

LiteHaus International actively promotes gender equality through its project work which aims to alleviate educational barriers to students, often in countries where gender inequality is rife according to the UDNP's Gender Inequality Index (GII). We envisage a world where women are respected, protected and free to exercise their reasoned agency over their futures. Equally, diversity is engrained in the fabric of LiteHaus International. Our ethnically-diverse team consistently works across cultural chasms in striving for a world where all individuals can achieve their educational ambitions and contribute to the global pursuit of knowledge.

Further, our commitment to gender equality and diversity extends to the operational level, where we aim to create a working environment which celebrates diversity and provides equal opportunities for people of different genders, cultural backgrounds and abilities to contribute to our work. We are committed to actualising our vision for a working environment which is free of discrimination and harassment. Our Cultural Sensitivity Programs aim to educate all personnel on cross-cultural communication to avoid unintended offensive behaviour comprising this safe working environment.

Definitions

- **Personnel:** any members of LiteHaus International who are actively engaged in any of the organisation's activities.

Code of Conduct

This Gender Equality & Diversity Policy should be read and adhered to in respect to the general ethical and behavioural guidelines outlined in the LiteHaus International – Code of Conduct.

Actions

All personnel of LiteHaus International must:

- Agree to abide by this policy and adhere to its stipulations throughout the duration of their involvement with the organisation;

- Actively contribute to a safe working environment which celebrates diversity of gender, culture, spirituality, opinions.
- Always communicate in a professional manner which is respectful and observant of cultural and individual sensitivities.
- Consider the advice of local facilitators (when travelling) when travelling and communicating in international contexts;
- Report any form of discrimination immediately to the board;
- Ensure any communication undertaken with external stakeholders represents the values of LiteHaus International which are outlined in this policy; and
- Commit to contributing to a global society in which individuals are free to exercise their reasoned agency over their futures, unencumbered by discrimination.

In addition to the above, the senior management of LiteHaus International should:

- Strive for gender parity in representation in each operating arm and reporting level of the organisation;
- Strive for diversity of cultures, genders and abilities in positions across the organisation; and
- Ensure that channels for incident reporting remain accessible to all staff members, and that a general culture of approachability is maintained.

Related policies

- LiteHaus International – Standard Operating Manual
- LiteHaus International – Code of Conduct
- LiteHaus International – Sexual Abuse & Harassment Policy
- LiteHaus International – Complaints, Whistleblowing and Incident Reporting Policy
- LiteHaus International – Cultural Sensitivity Program (Papua New Guinea)