



CHILDREN FIRST ASSOCIATION

GENDER EQUALITY ATTITUDE CERTIFICATE

2018

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BACKGROUND:

Children First Association operates the processes by adhering to the principle of 'the victim's account is essential'. Approaches the cases involving all kinds of sexual assault, sexual exploitation, sexual abuse and gender-based violence from a perspective that takes into account the needs of the victims (Employees, boards, volunteers, interns, sponsored etc.). The principle of equality is observed among all individuals within the association. Children First Association is absolutely determined to protect the principle of 'confidentiality' in cases. In addition, it adopts the principles of international human rights and children's rights conventions such as CEDAW, ILO190, International Declaration of Human Rights, UN Convention on the Rights of the Child, and the Istanbul Convention to ensure gender equality. In addition, it organizes trainings and meetings for individuals with internal dynamics to adopt a gender equality perspective, and disseminates them when necessary.

OUR FUNDAMENTAL POLICY ON AGAINST GENDER-BASED DISCRIMINATION:

This document presents the Children First Association's vision to prevent and respond to both gender-based discrimination and sexual harassment, and sets out to:

- Children First Association sets out concrete strategies and interventions to create and maintain a safe and respectful environment for everyone involved (the children it serves, their teammates, volunteers, interns, members, etc.).

DEFINITIONS

The following definitions are definitions that retain their international characteristics:

a) Assigned Gender: Gender label assigned to a baby after pregnancy or birth based on external genitalia. It is mostly limited to binary gender, girl and boy / woman and man. Although often described as biological or bodily sex, it is more accurate to use the term 'assigned gender' as the person is assigned by medicine without a gender statement.

b) Social Gender Roles: It is often used to express social and cultural gender norms associated with femininity and masculinity, assuming it is compatible with the assigned gender.

People learn and internalize gender norms in the process of interaction in social areas such as family, school, workplace, and media. In other words, gender-based roles are not immutable, fixed and unquestionable. The concept of gender includes concepts such as gender identity, sexual orientation and gender expression. Gender identity is complex, fluid, and personal.

Therefore, just like the binary gender system, the unequal and hierarchical relationship established between men and women is itself artificial; questionable, changeable, transformable.

c) Sexual Exploitation: Actual or attempted abuse of vulnerability, differential power or position of trust for sexual purposes, including but not limited to material and social gain.

d) Sexual Abuse: Actual or threatened physical intervention of a sexual nature, forcibly or under unequal or coercive conditions.

Sexual abuse should not be confused with peer-to-peer sexual play or peer-to-peer violent behavior. In order for a situation to be called sexual abuse, one of the parties must be an adult individual. Sexual abuse can also take place in the virtual environment and is not limited to only contact behaviors. Contrary to popular belief, people who expose children to sexual abuse are not strangers, but generally people and relatives that children know, trust, respect and perhaps love. Adults who abuse abuse often do so through the abuse of power that stems from this trust, respect, and age difference. When it happens within the family, it is called 'domestic sexual abuse'.

Children; with protection, support and the right expert approach, they can find healing after sexual abuse and have a happy and productive life. Breaking the silence, reporting every abuse, and ensuring justice by lifting impunity is the first step.

e) Sexual harassment: Sexual harassment is any unwanted behavior of a sexual nature that could reasonably be expected or could be considered to cause offense or humiliation. If it is interfered with, made a condition of employment, or created an intimidating, hostile or offensive work environment. Sexual harassment can occur in the workplace or in connection with it. While it typically involves a pattern of behavior, sexual harassment can take the form of a single event. When assessing whether expectations or perceptions are reasonable, the perspective of the person who is the target of the behavior is taken into account.

f) Sexual Assault: Any sexual act that involves physical contact without the consent of the person is 'sexual assault'.

GOALS:

As Children First Association, Our Goals for Preventing Gender-Based Discrimination and Sexual Harassment:

a) A zero-tolerance Organizational Culture: Creating and nurturing an organizational culture based on 'Accountability', where there is zero tolerance for gender-based violence and sexual harassment, where rights are recognized and protected and violations are actively prevented, is a fundamental principle.

b) Safe and reliable reporting mechanisms: We empower and support individuals,

communities, Children First Association staff and partners to feel safe in reporting violations and that reports will be submitted.

c) Fast and Reliable Investigation and Sanctions: A fair process for prompt and reliable investigations and sanctions for violations is ensured by the Children First Disciplinary Committee and actively encouraged to address the process quickly and fairly.

d) The Victims Centered Intervention: We provide timely, predictable, sustainable and adequately resourced survivor-centered assistance and support.

e) To involve all people in our network in the fight to prevent gender-based violence and sexual harassment: We recruit and equip individuals, communities, Children First Association staff and our network of practices as allies in preventing and responding to sexual exploitation, abuse and sexual harassment.