



UDVABONI MOHILA SANGSTHA

GENDER POLICY

(Promoting Gender Equality, Equity and Protection)



GENDER EQUALITY



EQUITY



PROTECTION



PARTICIPATION



ACCOUNTABILITY

HEAD OFFICE:



Village: Damodar
Post Office: Phultala
Upazila: Phultala
District: Khulna-9210
Bangladesh.



E-mail: udvabonimohilasangstha@gmail.com



Whatsapp: +8801711476400



Web: <https://www.umsbd.org>

Prepared: **Maria Bhuiyan Marry**

Udvaboni Mohila Sangstha

Gender Equality Policy

1. Background:

Udvaboni Mohila Sangstha is committed to promoting gender equality (women, men, transgender, non-binary, and all gender minorities) and ensuring equal rights, opportunities, and dignity for all. We believe that gender equality is essential to build a just, inclusive, and sustainable society, and it is one of the core principles of our work.

Gender discrimination hinders the personal and professional development of individuals and negatively affects the progress of society. Discrimination against women, girls, transgender individuals, and gender minorities remains widespread in various areas such as education, healthcare, employment, decision-making, and access to resources. We are committed to preventing all forms of discrimination and ensuring equal participation and empowerment for all. We strive to create a safe, respectful, and inclusive environment for all employees, volunteers, partners, beneficiaries, and stakeholders of the foundation. We believe that gender equality strengthens organizational capacity, enhances the quality of our work, and leads to better outcomes for individuals and communities. Therefore, we adopt a zero-tolerance approach to gender-based discrimination, harassment, and violence, and take proactive measures to promote gender equality and inclusive practices in all our activities.

This policy reflects the core values of Udvaboni Mohila Sangstha and applies to all its programs, projects, workplaces, partnerships, and areas of operation. We are committed to continuous improvement in gender equality and inclusive practices.

2. Our Commitment and Core Principles:

- ❖ Ensure equal rights and opportunities for all genders.
- ❖ Prevent all forms of gender-based discrimination.
- ❖ Ensure equal and dignified participation in decision-making.
- ❖ Ensure a safe, respectful, and harassment-free environment.

Udvaboni Mohila Sangstha is committed to creating an environment free from discrimination, where all individuals, regardless of gender, can participate equally and with dignity in all activities of the foundation.

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3. Vision:

Udvaboni Mohila Sangstha envisions a just, equitable, and inclusive society where all genders—women, men, transgender, non-binary, and all gender minorities—can live with dignity, equal rights, opportunities, and respect. We believe that gender equality is essential for building a peaceful, prosperous, and sustainable world. Through our work, we aim to eliminate discrimination and create an environment where every individual can reach their full potential.

4. Mission:

Udvaboni Mohila Sangstha is committed to promoting gender equality, empowering all genders—women, men, transgender, non-binary, and gender minorities—and ensuring their equal participation in all areas. To achieve this, we will:

- ❖ Ensure equal rights and opportunities and prevent discrimination.
- ❖ Create awareness and change attitudes on gender equality.
- ❖ Promote equal participation in decision-making.
- ❖ Ensure equal access to resources and opportunities.
- ❖ Implement programs and activities for women's empowerment.

Udvaboni Mohila Sangstha Policy Statement

Udvaboni Mohila Sangstha is committed to promoting gender equality for women, men, transgender, non-binary, and all gender minorities in all areas of our work. We believe gender equality is essential for achieving social justice, human rights, and sustainable development.

As an organization, we ensure that all our activities, programs, projects, and services are inclusive, respectful, and free from all forms of discrimination. We are committed to creating a safe, supportive, and equal environment where everyone can participate and contribute equally. We also believe that gender equality strengthens our organization and enhances the quality and impact of our work.

Our Commitments and Responsibilities:

- 1. Ensure Equal Rights and Opportunities:** We are committed to ensuring equal rights, opportunities, and meaningful participation for all genders—women, men, transgender, non-binary, and gender minorities—in all our activities and decisions. We will not tolerate any form of discrimination.
- 2. Awareness and Attitude Change:** We will continuously work to raise awareness about gender equality and change discriminatory attitudes and practices. We will promote equal respect and treat everyone with dignity, regardless of gender.
- 3. Equal Access to Resources and Opportunities:** We are committed to ensuring equal access to resources and opportunities for all genders. We will design our programs, policies, and services to ensure that everyone can benefit equally.

- 4. Women's Empowerment Programs:** We will implement women empowerment programs to build their skills, leadership, and economic independence. Our goal is to empower women and ensure their equal participation in all areas.
- 5. Safe and Respectful Environment:** We are committed to maintaining a safe, respectful, and harassment-free environment for everyone. We will take zero-tolerance measures against all forms of gender-based violence and harassment.
- 6. Monitoring and Accountability:** We will regularly monitor the implementation of this policy, evaluate progress, and take necessary actions. All employees and partners are responsible for upholding this policy and promoting gender equality.

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Goal: The goal of Udvaboni Mohila Sangstha is to promote gender equality and create a society free from discrimination—where all genders—women, men, transgender, non-binary and gender minorities—can live with dignity and equal rights and opportunities. We are committed to building a just, inclusive, and sustainable society.

We aim to:

- ❖ Promote social justice.
- ❖ Empower women.
- ❖ Ensure equal participation.
- ❖ Create a safe and supportive environment.

Key Principles:

Udvaboni Mohila Sangstha follows these key principles:

- 1. Equality and Non-Discrimination:** We ensure equal rights and opportunities for all genders—women, men, transgender, non-binary and gender minorities—and do not tolerate any kind of discrimination.
- 2. Inclusion:** We ensure that all individuals are included in our activities and decision-making processes, and that no one is left behind.
- 3. Dignity and Respect:** We treat all people with dignity and respect and create a respectful and inclusive environment.
- 4. Equal Participation:** We ensure equal participation of all individuals, including women and gender minorities, in all decision-making processes.
- 5. Transparency and Accountability:** We ensure transparency in all activities and are accountable to uphold this policy.
- 6. Monitoring and Evaluation:** We regularly monitor the implementation of this policy, evaluate progress, and take necessary actions.
- 7. Capacity Building:** We build the capacity of our staff, partners, and stakeholders on gender equality and empower them.

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Core Values:

1. **Humanity:** We treat every person with respect and dignity.
2. **Equality:** We believe in equal rights and opportunities for all.
3. **Inclusiveness:** We value and respect diversity and ensure everyone is included.
4. **Integrity:** We are honest, ethical, and accountable in all our actions.
5. **Transparency:** We are transparent and accountable in all our activities.
6. **Respect and Dignity:** We treat everyone with respect, regardless of gender or identity.
7. **Empowerment:** We empower individuals, especially women and gender minorities.
8. **Participation:** We ensure equal participation in all activities and decision-making processes.
9. **Accountability:** We are accountable to all our stakeholders and ensure the proper implementation of this policy.

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Udvaboni Mohila Sangstha is committed to promoting gender equality and creating a society free from discrimination, where all individuals—women, men, transgender, non-binary, and gender minorities—can live with dignity, respect, and equal rights. This policy is applicable to all our programs, projects, and activities.

1. Equal Rights and Opportunities:

- ❖ We ensure equal rights and opportunities for all genders in every field, including education, work, leadership, and decision-making.
- ❖ We will not tolerate any form of discrimination based on gender, identity, or expression.
- ❖ Everyone has the right to equal access to resources and opportunities.
- ❖ We promote equal participation in all activities and decisions.

2. Safe and Respectful Environment:

- ❖ We ensure a safe, respectful, and harassment-free environment for all.
- ❖ Any form of harassment, discrimination, or violence is strictly prohibited.
- ❖ We take necessary and effective action against any incident of harassment or violence.

3. Dignity and Respect:

- ❖ We treat all individuals with dignity and respect, regardless of gender, identity, or expression.
- ❖ We will not tolerate any form of bullying, humiliation, or offensive behavior.
- ❖ We promote a culture of respect and dignity for all.

4. Empowerment and Capacity Building:

- ❖ We work to empower women, gender minorities, and all other genders.
- ❖ We provide equal opportunities for skill development and leadership.
- ❖ We build the capacity of individuals to reach their full potential.

5. Participation and Decision-Making:

- ❖ We ensure equal participation of all genders in all programs, projects, and activities.
- ❖ We encourage participation in leadership and decision-making at every level.
- ❖ We promote inclusive and participatory decision-making.

6. Monitoring and Evaluation:

- ❖ We regularly monitor the implementation of this policy, programs, and activities.
- ❖ We evaluate progress and identify gaps and take necessary corrective actions.
- ❖ We ensure that gender equality goals are integrated into all programs and activities.

7. Complaint and Grievance Mechanism:

- ❖ Everyone has the right to raise complaints about discrimination or harassment.
- ❖ All complaints will be taken seriously and addressed promptly.
- ❖ We ensure confidentiality and protection for complainants.

8. Policy Awareness and Training:

- ❖ We regularly raise awareness about this policy among all staff and stakeholders.
- ❖ We provide training and capacity building on gender equality and inclusion.
- ❖ We promote a culture of equality, respect, and inclusion.

9. Partnership and Collaboration:

- ❖ We work with partners who share our commitment to gender equality.
- ❖ We encourage collaboration with organizations and networks.
- ❖ We work together to promote gender equality and social inclusion.

10. Implementation and Responsibilities:

- ❖ All staff, volunteers, and members are responsible for implementing this policy.
- ❖ Management is responsible for ensuring the effective implementation of this policy.
- ❖ Any violation of this policy will be taken seriously and appropriate action will be taken.

11. Review of the Policy:

This policy was first adopted in 2009

Reviewed on: 16 March 2025 (1322 Bangla)

Next review: March 2027

- ❖ This policy will be reviewed and updated regularly as needed.
- ❖ Policy reviews will be conducted every two years (16 March or as needed).
- ❖ All staff, volunteers, and stakeholders will be involved in the review process.
- ❖ Feedback and suggestions will be considered and necessary changes will be made.

12. Dissemination of the Policy:

This policy is approved by the Executive Committee of Udvaboni Mohila Sangstha.

The policy will be shared with all staff, volunteers, partners, and stakeholders.

- ❖ The policy will be published on our website and other communication platforms.
- ❖ The policy will be discussed in orientation and training sessions (at least once every two years).
- ❖ All staff will be encouraged to follow this policy and ensure its effective implementation.

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Definition of Sexual Harassment: Sexual harassment is any unwelcome sexual behavior, comments, gestures, or advances that make a person feel offended, humiliated, or intimidated. In the context of the workplace, programs, or activities of Udvaboni Mohila Sangstha, sexual harassment may be committed by anyone—regardless of gender, age, relationship, or position—and can occur in any form, including physical, verbal, non-verbal, or written.

Types of Sexual Harassment:

1. Physical Sexual Harassment (Section 9(1) of the Bangladesh Women and Children Repression Prevention Act, 2000)

Includes any unwelcome physical contact or advances such as:

- ❖ touching or attempting to touch
- ❖ holding or hugging without consent
- ❖ pinching, brushing against, or other physical acts

2. Verbal Sexual Harassment (Section 9(2) of the Act)

Includes any unwelcome verbal or written comments such as:

- ❖ making sexual remarks, jokes, or taunts
- ❖ telling obscene or innuendo-based stories
- ❖ making suggestive or offensive comments

3. Non-Verbal Sexual Harassment (Section 9(3) of the Act)

Includes any unwelcome non-verbal behavior such as:

- ❖ obscene gestures or expressions
- ❖ staring or leering
- ❖ displaying or showing pornographic materials

4. Electronic Sexual Harassment (Section 9(4) of the Act)

Includes any unwelcome use of electronic means such as:

- ❖ sending sexually explicit messages, pictures, videos, or audio
- ❖ making indecent calls
- ❖ sharing obscene or offensive content via email, SMS, social media, or any digital platform

5. Threats or Promises for Sexual Favor (Section 9(5) of the Act)

Includes any unwelcome act or behavior such as:

- ❖ threatening career, promotion, or job security
- ❖ promising benefits in exchange for sexual favor
- ❖ implying harm or punishment for refusing sexual advances

6. Sexually Suggestive Behavior (Section 9(6) of the Act)

Includes any unwelcome behavior such as:

- ❖ making sexually suggestive body movements
- ❖ showing sexual gestures
- ❖ making offensive or suggestive expressions

7. Unwelcome Sexual Advances (Section 9(7) of the Act)

Includes any unwelcome act or behavior such as:

- ❖ repeatedly asking for dates or personal meetings
- ❖ showing excessive personal interest
- ❖ persistently following or contacting someone despite disinterest

8. Other Forms of Sexual Harassment (Section 9(8) of the Act)

Includes any other act or behavior not listed above that:

- ❖ creates a hostile, offensive, or intimidating environment
- ❖ violates a person's dignity or right to work or participate
- ❖ includes any act that is discriminatory or humiliating in a sexual context

Zero Tolerance Policy: Udvaboni Mohila Sangstha has a zero tolerance policy towards any form of sexual harassment. We are committed to:

- ❖ Not tolerate any form of sexual harassment.
- ❖ Take immediate action against any complaint or incident.
- ❖ Ensure the safety, dignity, and respect of all employees and stakeholders.
- ❖ Ensure a safe, respectful, and harassment-free environment.

Responsibilities of Employees and Stakeholders:

- ❖ Treat everyone with respect and dignity.
- ❖ Follow the organization's policies and procedures on sexual harassment.
- ❖ Report any incident or complaint immediately.
- ❖ Cooperate in any investigation or process.

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Policy for Dealing with Complaints:

In order to implement this policy, Udvaboni Mohila Sangstha has established a Complaint Management Policy. Any employee or stakeholder who faces sexual harassment at the workplace, in projects, programs, or any activities can file a complaint as per this policy. The policy will ensure the safety, dignity, and confidentiality of the complainant. No one will be victimized, harassed, or discriminated against for filing a complaint.

Complaint Filing Process:

1. **Who can file a complaint:** Any employee, volunteer, service recipient, partner, or stakeholder who experiences sexual harassment can file a complaint.
2. **How to file a complaint:** Any employee, volunteer, service recipient, or stakeholder can file a complaint in writing or verbally. Complaints can also be submitted via email or phone.
3. **Complaint submission:** Complaints can be submitted to the designated person, committee, or management. The name and contact details of the committee are provided below.
4. **Confidentiality:** The identity of the complainant will be kept strictly confidential. Information will only be shared on a need-to-know basis.
5. **Investigation process:** Complaints will be investigated fairly and impartially. Both the complainant and the accused will be given an opportunity to explain.

Complaint Management Committee: Complaints will be handled by the designated committee.

The committee will be responsible for:

- ❖ Receiving complaints and providing support
- ❖ Conducting fair and impartial investigations
- ❖ Ensuring necessary actions
- ❖ Providing protection and support to the complainant
- ❖ Implementing necessary recommendations
- ❖ Ensuring the implementation of this policy

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Victim (Survivor) and Accused Rights:

Udvaboni Mohila Sangstha ensures that the rights of both the victim (survivor) and the accused are protected. This policy ensures dignity, safety, and confidentiality for the victim (survivor) and a fair investigation process for the accused.

Victim (Survivor) Rights

1. Right to Safety:

- ❖ The victim has the right to a safe and harassment-free environment.
- ❖ Protection will be provided for physical, mental, and social safety.
- ❖ Immediate security measures will be ensured as needed.

2. Right to Support and Assistance:

- ❖ The victim has the right to emotional support.
- ❖ Necessary medical, legal, and psychological support will be provided.
- ❖ Support will be provided throughout the investigation process.

3. Right to Confidentiality:

- ❖ The victim's identity and all related information will be kept confidential.
- ❖ Information will only be shared on a need-to-know basis.
- ❖ Confidentiality will be maintained during the investigation and after its completion.

Accused Rights:

Udvaboni Mohila Sangstha believes in ensuring the rights of the accused. A fair and impartial investigation process will be followed.

1. Right to Fair Treatment:

- ❖ The accused has the right to fair and impartial treatment.
- ❖ He/she has the right to be informed about the allegations.
- ❖ He/she has the right to respond to the allegations.

2. Right to Defense:

- ❖ The accused has the right to present his/her side.
- ❖ He/she can provide written or verbal explanations.
- ❖ He/she has the right to be present during the investigation process.

3. Right to Non-Retaliation:

- ❖ The accused will not face any form of retaliation or discrimination.
- ❖ No punitive action will be taken before the investigation is completed.
- ❖ The accused has the right to be treated with respect and dignity.

4. Right to Appeal:

- ❖ The accused has the right to appeal if he/she is not satisfied with the decision.
- ❖ The appeal will be reviewed by the higher authority.
- ❖ A fair and impartial decision will be ensured.

Support for Victims (Survivors):

- ❖ The victim will be given necessary physical and mental support.
- ❖ Medical and legal assistance will be provided if needed.
- ❖ Ensure the victim's safety and dignity throughout the process.

Udvaboni Mohila Sangstha is committed to ensuring the rights of both victims (survivors) and the accused. This policy aims to ensure a fair, safe, and respectful environment for all. We believe that ensuring rights and providing support is essential for building a just and inclusive organization.

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Responsibilities and Authorities:

Udvaboni Mohila Sangstha's programs, projects, field-level staff (field officers, supervisors, managers, coordinators, etc.), and the management committee are responsible for implementing this policy. They must ensure a safe, inclusive, and respectful environment for all. Failure to comply with this policy may result in disciplinary action.

The following are the key responsibilities of the management committee of Udvaboni Mohila Sangstha:

1. Overall Leadership and Policy Implementation

- ❖ Ensure effective implementation of policies, procedures, and guidelines.
- ❖ Provide overall leadership and direction.
- ❖ Ensure proper use of resources.
- ❖ Oversee the organization's mission and objectives.

2. Financial and Resource Management

- ❖ Ensure financial management.
- ❖ Review and approve budgets and financial reports.
- ❖ Ensure transparency and accountability in financial operations.
- ❖ Ensure proper utilization of resources.

3. Program and Project Management

- ❖ Ensure the effectiveness and sustainability of programs and projects.
- ❖ Regularly monitor program progress.
- ❖ Ensure quality of field-level activities.
- ❖ Ensure the participation and feedback of beneficiaries.

4. Human Resource and Organizational Development

- ❖ Ensure recruitment of qualified personnel.
- ❖ Ensure employee training and development.
- ❖ Ensure a safe and respectful work environment.
- ❖ Ensure equality and non-discrimination.

5. Monitoring, Evaluation, and Accountability

- ❖ Regularly monitor and evaluate activities.
- ❖ Ensure reporting and documentation.
- ❖ Ensure accountability and transparency.
- ❖ Ensure compliance with laws and policies.

Note: Udvaboni Mohila Sangstha's management committee meetings will be held regularly, and decisions will be made by majority vote.

1. Administrative Management

- ❖ Ensure efficient and effective management.
- ❖ Prepare annual work plans.
- ❖ Manage general and financial records.
- ❖ Ensure proper office management.

2. Field-Level Management

- ❖ Ensure field visits and supervision.
- ❖ Review and ensure implementation of activities.

3. Coordination and Collaboration

- ❖ Coordinate with local government, donors, and stakeholders.
- ❖ Build relationships with partners and other organizations.
- ❖ Coordinate with government (line departments) and ensure compliance.
- ❖ Ensure communication with local communities and beneficiaries.

Udvaboni Mohila Sangstha's management committee and staff will perform their responsibilities with honesty, dedication, and transparency. No one will be discriminated against based on gender, religion, caste, age, or physical ability. We are committed to ensuring a fair, inclusive, and respectful work environment for all.

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Grievance Redress Mechanism:

Udvaboni Mohila Sangstha has a fair, transparent, and effective grievance redress mechanism for employees, service recipients, and stakeholders. Any complaints or suggestions can be submitted as per the following process. All employees, management, and relevant committees are responsible for resolving complaints fairly, transparently, and promptly.

Types of Complaints that can be submitted:

- ❖ All types of complaints – related to women, men, children, and persons with disabilities.
- ❖ Complaints related to services, programs, or activities.
- ❖ Complaints regarding behavior, corruption, discrimination, or any other irregularities.

Responsible Persons/Committees for Receiving Complaints:

1. Complaints Related to Services

- ❖ Program Officer, Field Officer, Manager, or Relevant Department.
- ❖ Concerned staff will receive the complaint.

2. Complaint Box and Online Complaints

- ❖ Complaints can be submitted through the complaint box or online.
- ❖ Full confidentiality and anonymity will be ensured.
- ❖ The complaint will be reviewed by the relevant committee.

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3. Family and Community Complaints

- ❖ Complaints can be submitted by family members.
- ❖ They can also be submitted by community leaders.
- ❖ Complaints can be submitted in writing or verbally.

4. Complaint Handling

- ❖ All complaints will be taken seriously and handled promptly.
- ❖ A fair investigation will be conducted, and necessary action will be taken.

Complaint Process:

- ❖ Receive the complaint in writing or verbally.
- ❖ Investigate the complaint and take necessary action.
- ❖ Provide feedback to the complainant.
- ❖ Take appropriate action to ensure the complaint is resolved.
- ❖ Ensure confidentiality and maintain necessary records.

Investigation Process:

- ❖ Gather information related to the complaint.
- ❖ Interview the concerned parties and relevant staff.
- ❖ Analyze the information and make a decision.
- ❖ Take appropriate and necessary action.

Appeal and Review Process:

- ❖ If the complainant is not satisfied with the decision, they can appeal.
- ❖ A higher authority or committee will review the appeal.
- ❖ The appeal decision will be final.
- ❖ The complainant will be informed of the final decision.

Protection of Complainant:

- ❖ The identity of the complainant will be kept confidential.
- ❖ No one will face any kind of discrimination or retaliation.
- ❖ The safety and dignity of the complainant will be ensured.
- ❖ Necessary support will be provided to the complainant.

Types of Actions That May Be Taken Based on the Complaint:

- ❖ Verbal warning
- ❖ Written warning
- ❖ Disciplinary action
- ❖ Legal action
- ❖ Termination of employment

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All staff, volunteers, field officers, service recipients, partners, donors, and relevant stakeholders of Udvaboni Mohila Sangstha must follow this Gender Equality Policy. They must ensure gender equality and women's rights in all activities and organizational processes.

1. Overall Gender Equality Responsibilities:

- ❖ Ensure gender equality in all activities and organizational processes.
- ❖ Ensure equal participation of women, men, children, and persons with disabilities.
- ❖ Ensure equal access to services, resources, and opportunities.
- ❖ Take all necessary steps to eliminate gender discrimination.

2. Responsibilities of Management and Leadership:

- ❖ Establish and implement gender equality policies and procedures.
- ❖ Ensure equal participation of women in decision-making.
- ❖ Ensure equal pay for equal work for women and men.
- ❖ Provide training on gender equality and women's empowerment.

3. Responsibilities in Workplace and Programs:

- ❖ Ensure a safe and harassment-free working environment.
- ❖ Ensure women's participation and leadership in all activities and programs.
- ❖ Ensure equal access to services for women and men.
- ❖ Ensure equal access to training and development opportunities.

4. Responsibilities for Field and Community Activities:

- ❖ Ensure gender equality and social inclusion in field and community activities.
- ❖ Empower women through women's participation.
- ❖ Ensure gender-sensitive services and activities.
- ❖ Build awareness on women's rights and empowerment.

5. Responsibilities in Recruitment and Employment:

- ❖ Ensure equal opportunity in recruitment and employment.
- ❖ Prevent discrimination and harassment.
- ❖ Ensure a safe and harassment-free working environment.
- ❖ Ensure fair treatment in promotions and career development.

6. Responsibilities in Training and Capacity Building:

- ❖ Ensure gender-sensitive training for all staff and volunteers.
- ❖ Empower women through specialized training.
- ❖ Ensure the participation of women and marginalized groups in training.
- ❖ Ensure gender equality in leadership development.

7. Protection and Empowerment-related Activities for Women

- ❖ Provide legal support for women's protection
- ❖ Raise awareness on women's rights and legal empowerment
- ❖ Prevent violence against women and ensure legal assistance
- ❖ Ensure the participation and empowerment of women and girls

8. Environment and Climate-related Activities

- ❖ Greening initiatives to protect the environment and biodiversity
- ❖ Awareness programs on environmental protection
- ❖ Promote climate change awareness and adaptation initiatives
- ❖ Ensure disaster risk reduction and climate resilience

Udvaboni Mohila Sangstha is a non-political, non-profit voluntary organization working for the welfare of women, children, adolescents, persons with disabilities, and other marginalized and disadvantaged communities. The organization is committed to improving the quality of life and ensuring the rights and dignified existence of these groups.

UDVABONI MOHILA SANGSTHA

Area of Expertise

Working Approach and Methodology: Udvaboni Mohila Sangstha works with women, children, adolescents, persons with disabilities, and other marginalized communities through rights-based, participatory, and inclusive approaches. The organization believes in ensuring equality, empowerment, capacity building, and active participation while addressing the needs, potentials, and challenges of targeted communities.

Objectives of the Organization:

- ❖ Ensure the rights and social empowerment of women and marginalized communities
- ❖ Ensure the rights and dignified existence of children and persons with disabilities
- ❖ Reduce poverty and promote sustainable livelihoods
- ❖ Promote disaster preparedness and climate resilience

Key Areas of Work:

1. Women's Rights and Empowerment:

- ❖ Ensure women's rights and prevent gender-based violence
- ❖ Raise awareness on women's legal rights and ensure legal support

2. Child and Adolescent Development:

- ❖ Ensure the rights, education, and protection of children and adolescents
- ❖ Promote child participation and empower adolescents
- ❖ Ensure healthcare, nutrition, and mental well-being of children

3. Disability Inclusion:

- ❖ Ensure the rights and inclusion of persons with disabilities
- ❖ Raise awareness and promote disability-friendly infrastructure
- ❖ Ensure education, skills training, and employment opportunities

Areas of Expertise:

1. Education and Training:

- ❖ Ensure inclusive, quality education, technical training, and life skills development
- ❖ Raise awareness on education and skill development
- ❖ Provide vocational training and employment support

2. Health and Nutrition:

- ❖ Ensure health services and awareness on nutritional needs
- ❖ Ensure health and hygiene rights for women and children
- ❖ Ensure mental health and psychosocial support

3. Livelihood and Economic Development:

- ❖ Promote self-employment and entrepreneurship development
- ❖ Ensure employment and income-generating opportunities
- ❖ Support poverty alleviation and economic empowerment

Cross-Cutting Principles:

- ❖ Ensure gender equality, child rights, and the rights of persons with disabilities
- ❖ Ensure the inclusion and participation of marginalized groups
- ❖ Ensure environmental protection and climate resilience
- ❖ Ensure transparency, accountability, and good governance

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Proposed Budget

To implement the organization's activities effectively and sustainably, the following budget is proposed:

Item	Estimated Amount (BDT)
Operational and Administrative Expenses	2,00,000
Program and Project Expenses	1,50,000
Capacity Building and Training	1,00,000
Monitoring and Evaluation	80,000
Miscellaneous Expenses	70,000
Total Budget	6,00,000 BDT

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Area of Expertise Policy

Definition of Feminism: Feminism is a social, political, and human rights-based ideology that seeks to ensure equality, justice, and dignity for women. It envisions a society free from gender discrimination and violence.

Udvaboni Mohila Sangstha believes that:

Women, children, adolescents, persons with disabilities, and marginalized communities are entitled to equal rights and dignity.

Feminist Principles:

1. **Social Justice Principle:** Promotes equal rights and opportunities for women in education, employment, health, and all areas of life.
2. **Non-Discrimination Principle:** Oppose all forms of discrimination and inequality based on gender, age, disability, ethnicity, religion, and other identities.
3. **Empowerment Principle:** Strengthens women's capacity, leadership, and decision-making through education, training, awareness, and resource development.
4. **Human Rights Principle:** Ensure women's rights, reduce gender-based violence, and advocate for legal and social protection.
5. **Participation Principle:** Ensure women's equal and meaningful participation at all levels of planning, implementation, monitoring, and evaluation.
6. **Transformation Principle:** Work towards transforming discriminatory social norms, practices, and structures and building an inclusive and equal society.

Udvaboni Mohila Sangstha believes that feminist values are essential for achieving justice and equality. The foundation works to uphold the rights, dignity, and empowerment of women, children, persons with disabilities, and other marginalized communities. It strives to build an inclusive, safe, and equitable society by eliminating discrimination and violence.

UDVABONI MOHILA SANGSTHA

Area of Expertise Policy

Gender Equality and Women's Empowerment

1. **General Objective:** To ensure equal rights and opportunities for women, children, persons with disabilities, and marginalized communities in all areas of life, including education, health, employment, leadership, and social participation.

Key Areas:

- ❖ Education, health, and skill development for women
- ❖ Participation in decision-making
- ❖ Prevention of violence against women
- ❖ Economic empowerment

Outcome: Women and marginalized communities will lead dignified and empowered lives in an equal and just society.

2. **Specific Objective:** To promote gender-responsive policies, programs, and awareness initiatives to achieve gender equality.

Key Areas:

- ❖ Ensure equal access and participation in all sectors
- ❖ Raise awareness on the rights of persons with disabilities
- ❖ Ensure inclusive infrastructure

Outcome: Persons with disabilities will live with dignity and inclusion in a barrier-free society.

3. Gender Mainstreaming: Gender mainstreaming will be ensured in all programs, services, policies, and organizational activities.

Key Areas:

- ❖ Promote equal participation and leadership
- ❖ Integrate gender or inclusion perspective in planning and implementation
- ❖ Ensure gender analysis in monitoring and evaluation

Outcome: Gender-equal and inclusive development will be ensured in all organizational activities.

4. Gender Awareness: Awareness on gender equality will be promoted in all areas, including education, health, rights, and social inclusion.

Key Areas:

- ❖ Raise awareness on gender equality
- ❖ Ensure rights awareness in all programs and activities
- ❖ Ensure cultural transformation in society

Outcome: Gender-based discrimination or inequality will be minimized, and a gender-equal society will be ensured.

Udvaboni Mohila Sangstha is committed to building a just, inclusive, and equitable society where women, children, persons with disabilities, and other marginalized and disadvantaged groups can live with dignity, rights, participation, justice, and empowerment.

Through all our programs, services, policies, and activities, the organization aims to ensure social change and build a society free from discrimination and inequality. We believe that a society will prosper only when everyone is respected, equal, and empowered.

**Let us build a fair and equal world together.
Let us ensure equality, respect, and empowerment for all people.**

APPROVAL

This Emergency Response Policy is approved and adopted by Udvaboni Mohila Sangstha and shall be applicable to all organizational emergency preparedness, response, and recovery activities.

Maria Bhuiyan Marry

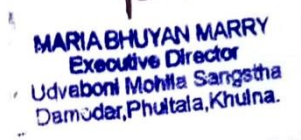
Executive Director

Udvaboni Mohila Sangstha

Damodar, Phultala, Khulna-9210, Bangladesh.

Date: 24 June 2026

Signature:

MARIA BHUYAN MARRY
Executive Director
Udvaboni Mohila Sangstha
Damodar, Phultala, Khulna.