



Gender Equality Policy

Bangladesh Socio Cultural Forum (BSCF)

1. Purpose

Bangladesh Socio Cultural Forum (BSCF) believes that everyone should have equal opportunities and respect regardless of gender. This Gender Equality Policy aims to ensure that all members, volunteers, staff, and participants are treated fairly and can participate in BSCF activities without discrimination. The policy promotes a safe and inclusive environment where people of all genders feel respected, valued, and able to contribute.

2. Scope

This policy applies to:

- Staff members
- Volunteers
- Interns
- Youth Network members
- Event participants
- Partner organizations
- Anyone representing BSCF

It applies to all BSCF activities including:

- Meetings
- Workshops and training
- Camps and events
- Online communication
- Recruitment and leadership opportunities



3. Principles of Gender Equality

BSCF follows several key principles:

Equal Opportunity

All individuals should have equal access to opportunities within the organization.

Respect and Dignity

Everyone must be treated respectfully regardless of gender identity or expression.

Participation

BSCF encourages the participation and leadership of people from all genders.

Zero Tolerance for Discrimination

Gender-based discrimination, harassment, or exclusion will not be tolerated.

4. Gender-Inclusive Environment

BSCF is committed to creating a welcoming environment for all genders.

This includes:

- Encouraging diverse participation in programs
- Ensuring respectful language and communication
- Avoiding gender stereotypes in organizational activities
- Supporting equal representation in leadership roles when possible



5. Recruitment and Leadership Opportunities

BSCF will ensure that recruitment and leadership opportunities are based on skills, commitment, and interest, not gender.

Efforts may be made to ensure balanced participation in committees, programs, and leadership positions.

6. Safe and Respectful Work Environment

Members of BSCF must maintain respectful behavior toward people of all genders.

This includes:

- Avoiding discriminatory remarks or jokes
- Respecting personal boundaries
- Supporting a culture of inclusion and respect

Gender-based harassment is addressed under the BSCF Anti-Sexual Harassment Policy.

7. Real-Life Situations and BSCF Response

Situation 1: Gender-Based Exclusion

During the planning of an event, someone suggests that women should not be given leadership roles because the work may be “too difficult.”

What BSCF Will Do

- The leadership team will remind members that leadership opportunities must be based on ability and commitment, not gender.
- The decision will be reviewed to ensure fair participation.
- Members may receive guidance on maintaining inclusive attitudes.





Situation 2: Disrespectful Comments

During a meeting, a member makes jokes about another person's gender or makes remarks that make them uncomfortable.

What BSCF Will Do

- The meeting facilitator will address the issue immediately.
- The person responsible may receive a warning and guidance about respectful behavior.
- Repeated behavior may lead to disciplinary action.

Situation 3: Unequal Opportunities

A female volunteer repeatedly receives fewer responsibilities or opportunities compared to others despite having similar qualifications.

What BSCF Will Do

- The leadership team will review how responsibilities are assigned.
- If unfair treatment is identified, adjustments will be made to ensure equal opportunities.
- Leaders may be advised to follow fair practices in future decisions.

Situation 4: Safety Concerns During Events

A participant feels uncomfortable during a program due to inappropriate behavior from others.

What BSCF Will Do

- The concern should be reported to the event coordinator or leadership.
- Immediate steps will be taken to ensure the safety and comfort of the participant.
- If the issue involves harassment, it will be handled according to the Anti-Sexual Harassment Policy.



8. Responsibility of Members

All members of BSCF share responsibility for promoting gender equality by:

- Treating others with respect
- Challenging discriminatory behavior
- Supporting inclusive participation
- Creating a welcoming environment for everyone

9. Reporting Concerns

Anyone who experiences or observes gender discrimination can report it to:

- Event coordinator
- Program lead
- Executive Committee member
- Youth Network leadership

Reports will be handled confidentially and respectfully.





10. Policy Review

This Gender Equality Policy will be reviewed periodically by the BSCF leadership to ensure that the organization continues to promote fairness, respect, and inclusion.

Approved By

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