



# **USAID's Engendering Industries Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries:**

**11.3 Create and adopt an anti-discrimination policy that protects employees with all diverse identities**

## **About Your Gender Equality Plan**

The following Gender Equality Plan was generated using Engendering Industries' online tool: [The Best Practices Framework for Advancing Gender Equality in Male-Dominated Industries](#). The best practices listed in this plan were identified and included to fill gender equality gaps at your organization. The information included in your plan provides an overview of how to implement best practices, challenges to implementation, and markers of success. More information and resources for advancing gender equality at your company are available at [EngenderingIndustries.org](https://EngenderingIndustries.org).

## **Description**

Implement an effective anti-discrimination policy that prohibits discrimination across all aspects of the employee life cycle.

Provide well-defined procedures that prohibit any distinction or exclusion made on the basis of sex, gender, gender identity or expression, ethnicity, race, color, religion, political opinion, national or social origin, pregnancy, sexual orientation, marital status, age, genetic information, military status, disability, or any other relevant social characteristic based on the cultural or country context

Listen to and prioritize the voices and opinions of women and other minority groups within the organization to understand what types of discrimination they experience

Educate employees on what types of actions are considered discrimination based on the different social identities of employees in the organization

Identify who is responsible for implementation and indicators for monitoring procedures

Demonstrate a clear commitment to anti-discrimination and inclusive goals with a supportive strategy and action plan for implementation

Implement training programs to raise awareness of unconscious bias, microaggressions, and other discriminatory behavior

Build commitment to implementing the policy among all employees

Ensure accountability for implementation with senior leadership

## **Challenges to Implementation**

Social identities such as sexual orientation might be taboo to discuss in some cultures

Social fissures or tensions between groups based on the cultural or country context might be difficult to talk about or taboo to discuss

Discrimination can be subjective, and employees accused of violating the policy might deny any wrongdoing; However, it is important to remember that the impact on the person who experiences discrimination is more important than the intent of the wrongdoer

Discussions around discrimination might create a tense or uncomfortable work environment initially, especially if topics like this are not discussed regularly in the cultural or country context

There might be resistance or denial among individuals who are not part of a minority group

#### **What Success Looks Like**

Employees who experience discrimination feel protected and prioritized within the organization

Employees who are not part of a minority group have an improved understanding of what constitutes discrimination and are actively seeking ways to foster inclusion rather than discrimination

Issues of discrimination are regularly discussed with a proactive attitude and approach to furthering inclusion

Violations of the policy are addressed with appropriate levels of discipline based on the act of discrimination

#### **Resources and Tools**

**Guide:** [Integrating Gender into Workplace Policies](#) (USAID)

**Guide:** [Disability Discrimination Act Action Plans: A Guide for Business](#) (Australian Human Rights Commission)

**Example:** [Example Non-Discrimination Policy & Why You Need One](#) (Academy to Innovate HR)

**Tool:** [Racism: It Stops with Me](#) (Australian Human Rights Commission)

**Article:** [5 Ways Racism is Bad for Business – and What We Can Do About It](#) (WEF)

**Article:** [Building an Anti-Racist Workplace](#) (Times Up Foundation)