

# Gender Equality Policy

## 2024–2026



Prepared by :

**Co;unity Support Center / CSC-Asbl**

# Message from Ababele Lydia, Gender Equality Director, CSC-Asbl



Dear Community Members,

Promoting gender equality is crucial for the development and well-being of our society. At CSC-Asbl, we believe that everyone deserves to be treated with dignity, humanity, and solidarity. Ensuring equal opportunities for all, regardless of gender, fosters a more inclusive and prosperous community.

Gender equality empowers individuals, strengthens families, and promotes economic growth. When women and men have equal access to education, employment, and decision-making, entire communities benefit. Additionally, gender equality reduces poverty, improves health outcomes, and fosters peace and stability.

Let's work together to break down barriers, challenge stereotypes, and support each other in achieving true gender equality. Your involvement and support are essential to making this vision a reality.

Warm regards,

**Ababele Lydia**  
Gender Equality Director, CSC-Asbl



# About Us



In 2016, Community Support Center / CSC-Asbl was created to support women and children who have survived war, ethnic conflicts, violence, poverty, and natural disasters in the Eastern Democratic Republic of Congo (DRC).



## MISSION

We provide vital support and assistance to women and children who have endured the horrors of war, ethnic conflict, and natural disasters. Our goal is for participants to regain meaningful participation in society.



## VISION

We promote the human rights of women and children through fellowship and empowerment. We bring joy and hope for a better future to survivors of conflict, so that they can become productive members of society



## VALUES

Dignity  
Humanity  
Solidarity



# Introduction

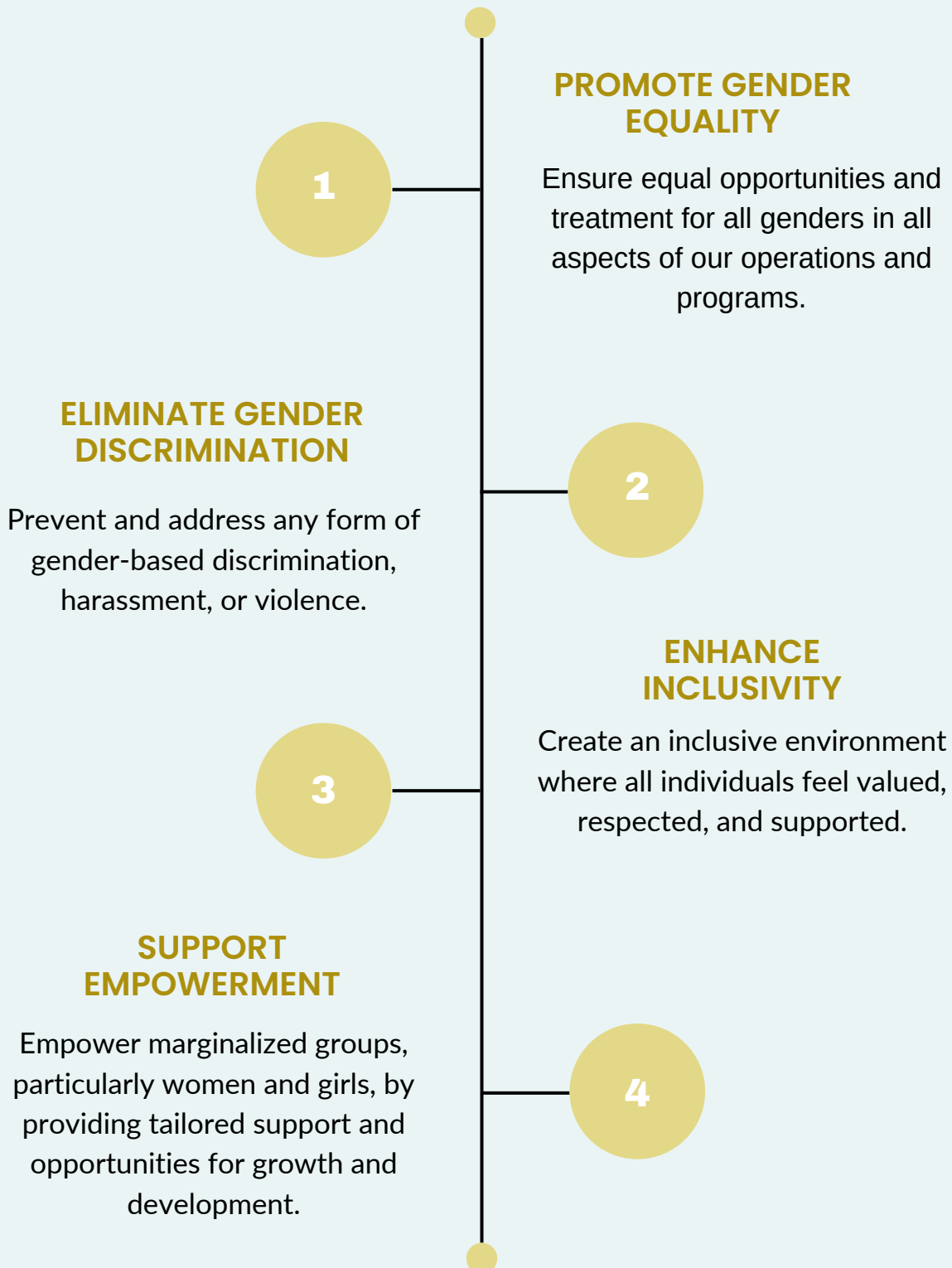
Community Support Center (CSC-Asbl) is committed to promoting gender equality and ensuring an inclusive environment for all individuals, regardless of gender. This Gender Equality Policy is designed to address the unique challenges faced by different genders and to foster a culture of respect, fairness, and equal opportunity within our organization and programs.

As a nonprofit organization using sport for development activities and a part of the Equal Play Effect Africa Network, CSC-Asbl is dedicated to leveraging the power of sport to drive social change and promote gender equality. Our initiatives aim to empower individuals, build communities, and support sustainable development through inclusive and gender-sensitive practices.

**This policy applies to all staff, volunteers, partners, and participants in our activities.**

Missing information on procedures and incident handling can be found in our [Child Safeguarding Policy](#) .

# Objectives



# Policy Framework



## Principles



### Dignity

Recognizing the inherent worth of every individual and treating everyone with respect.



### Humanity

Prioritizing compassion, understanding, and kindness in all interactions.



### Solidarity

Working together to support one another and fostering a sense of community.

## Scope

This policy applies to all CSC-Asbl staff, volunteers, partners, and participants in our activities and programs, including those in refugee camps and other communities we serve.

## Definitions

**Gender Equality:** The state of equal access to resources and opportunities regardless of gender, including economic participation and decision-making, and the state of valuing different behaviors, aspirations, and needs equally, regardless of gender.

**Gender-Based Violence (GBV):** Any harmful act directed at an individual based on their gender. This includes physical, sexual, emotional, and psychological abuse, as well as economic deprivation.

**Inclusive Activities:** Programs and actions designed to include and accommodate the needs and safety of all genders, particularly in mixed-gender settings.

**Trauma-Informed Care:** An approach to providing services that acknowledge the impact of trauma on individuals and incorporate this understanding into practices and policies.

# Policy Statements



## 1. Program Design and Implementation

- **Inclusive Mixed-Gender Activities:** Ensure that all mixed-gender activities within the Play 4 Peace and Mental Health Support (P4PM) program prioritize the safety, inclusion, and enjoyment of girls, fostering positive experiences and interactions.
- **Trauma-Informed Care:** Integrate trauma-informed care practices into all programs, training staff to recognize and respond to the signs of trauma in children, and creating a safe and supportive environment for all participants.

## 2. Gender-Sensitive Coaching

- **Training Programs:** Develop and implement gender-sensitive coaching training programs to equip coaches with the knowledge and skills to address the needs of diverse sports teams. Training will cover communication strategies, conflict resolution, cultural sensitivity, and inclusive coaching practices.

## 3. Organizational Design

- **Comprehensive Gender Policy:** Develop and implement a comprehensive Gender Policy that outlines the organization's commitment to gender equality and inclusion. This policy will include specific measures to address the needs of marginalized groups and promote gender equality within all aspects of the organization's operations and programs.
- **Community Involvement:** Engage with local communities to gain insights into different cultures and tailor programs accordingly, ensuring cultural relevance and acceptance.

# Code of Conduct



**All people associated with the CSC-Asbl and taking part in our activities are required to:**

- Treat all people with dignity, humanity, and solidarity.
- Act in a manner that promotes gender equality and inclusivity.
- Report any incidents of gender-based discrimination, harassment, or violence promptly.
- Participate in training and awareness programs related to gender equality and safeguarding.

## Reporting and Addressing Gender-Based Violence

### Reporting Procedure:

- Any individual who experiences or witnesses gender-based violence or discrimination should report the incident to the designated Child Protection Officer or Gender Equality Officer.
- Reports can be made in person, via email, or through a confidential reporting hotline.

### Treatment Procedure:

- All reports will be treated with the utmost confidentiality and seriousness.
- An initial assessment will be conducted to determine the immediate safety needs of the victim.
- A thorough investigation will be carried out by trained personnel, ensuring fairness and impartiality.
- Support services, including counseling and legal assistance, will be made available to the victim.
- Appropriate actions, including disciplinary measures, will be taken against perpetrators found guilty of gender-based violence or discrimination.



# Monitoring and Evaluation



- **Implementation Monitoring:** Regularly monitor the implementation of this Gender Equality Policy through progress reports, feedback mechanisms, and staff evaluations.
- **Performance Indicators:** Establish key performance indicators (KPIs) to measure the policy's impact on promoting gender equity and inclusion within the organization.
- **Periodic Reviews:** Conduct periodic reviews and assessments to identify areas for improvement and adjust the policy as needed.

## Review

This policy will be reviewed every three years to ensure its relevance and effectiveness. Feedback from stakeholders, staff, and participants will be incorporated to continuously improve our approach to gender equality.

## Conclusion

CSC-Asbl is dedicated to fostering gender equality and creating an inclusive environment for all. By implementing and adhering to this Gender Equality Policy, we aim to ensure that our programs and operations promote fairness, respect, and equal opportunities for everyone involved. Maintaining a robust child safeguarding policy is crucial for protecting children from harm and ensuring their safety in all our activities.



# Acknowledgement

We would like to extend our heartfelt gratitude to the entire CSC-Asbl team, whose dedication and commitment have been instrumental in the development of this Gender Equality Plan. Your unwavering support and collaborative spirit have made this initiative possible.

We also wish to express our sincere appreciation to Soccer Without Borders Uganda for their invaluable contributions and insights. Your expertise and experience in promoting gender equality through sport have significantly enriched our approach and understanding.

Lastly, we acknowledge and thank all our collaborators, partners, and stakeholders who have played a crucial role in the elaboration of this plan. Your feedback, guidance, and support have been vital in shaping a comprehensive and inclusive Gender Equality Policy.

Thank you all for your commitment to fostering a culture of respect, fairness, and equal opportunity within our organization and programs. Together, we are driving meaningful change and empowering communities through our collective efforts.

**Byolenganya Olo Beernoulli**  
**Executive Director,**  
**Community Support Center / CSC-Asbl**



## Equal Play Effect Africa



In 2024, Community Support Center - CSC Asbl commits to implement the following actions to support gender equality for its youth, staff and community:

### On the Pitch:

Improve Inclusive Mixed Gender Activities in our Play 4 Peace and Mental Health support (P4PM) clubs

### On the Sidelines:

Gender-sensitive Coaching Training to all our Play 4 Peace and Mental Health Support (P4PM) clubs

### In Our Organization:

Develop a Comprehensive Gender Policy and implement it at Community Support Center / CSC-Asbl