



Associação NATURA

Gender Equality, Diversity, and Inclusion Policy (GESI)

A GESI Policy is one way to address gender inequalities, rebalance any unequal power relations, reduce disparities, ensure equal rights and opportunities, and ensure respect in the workplace for all individuals regardless their social identity.

Associação NATURA is committed to encouraging gender equality, diversity, and inclusion among our workforce, and eliminating unlawful discrimination against any person. Our organization strives to be truly representative of all sections of society, and for each employee to feel respected and empowered to perform at their best without concern for unlawful discrimination. **Associação NATURA** is also committed against the unlawful discrimination of any member of the public we engage with.

Our Commitment

As staff, management, and directors of **Associação NATURA**, we commit to:

1. To practice equality, fairness, and respect for all in our employment, whether temporary, part-time, or full-time.
2. Not unlawfully discriminate against any person whether they be employees, colleagues, or program beneficiaries based on their:
 - age
 - disability
 - gender reassignment
 - marriage and civil partnership
 - pregnancy and maternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sex
 - sexual orientation
3. Oppose and avoid all forms of unlawful discrimination, including in:

- pay and benefits;
- terms and conditions of employment;
- dealing with grievances and discipline;
- dismissal;
- redundancy;
- selection for employment, promotion, training, or other developmental opportunities.

4. Encourage equality, diversity, and inclusion in the workplace as a basic tenet of human rights.

5. Create a working environment free of bullying, harassment, victimization, and unlawful discrimination.

6. Promote dignity and respect for all, and where individual differences and the contributions of all staff are recognized and valued. This commitment includes training managers and all other employees about their rights and responsibilities under this equality, diversity, and inclusion policy. And responsibilities extend to all staff conducting themselves to help the organization provide equal opportunities in employment, prevent bullying, harassment, victimisation and any unlawful discrimination.

7. Take seriously complaints of bullying, harassment, victimization and unlawful discrimination by fellow employees, suppliers, and the public and any others during our organization's work activities.

Any acts that violate this policy will be dealt with as misconduct under the organization's disciplinary procedures, and appropriate action will be taken. Any serious complaints could amount to gross misconduct and lead to dismissal without notice. Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, sexual harassment, exploitation, or abuse are criminal offences and will be dealt with as such.

8. Review and update employment practices and procedures when necessary to ensure fairness, and update this policy as needed to take account of changes in the law.

9. Monitor our workforce towards meeting the aims and commitments set out in our equality, diversity, and inclusion policy.

Reporting and Disciplinary Procedures

Any concern regarding or incident of discrimination must be reported to SafeguardingNATURA@gmail.com and to NATURA's directors. We encourage timely reporting to ensure that cases can be dealt with as soon as possible.

Any incident of discrimination will be dealt with as a disciplinary action as per NATURA's disciplinary code.