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Revised by Sean Donovan	Approved by Fr Adrian Meaney	

This policy meets the requirements for ACFID accreditation for section B.1.4 Addressing Gender

### Purpose

This Gender Policy defines MSC MISSION OFFICE AUSTRALIA’s explicit commitments to support gender equality.

### Gender Policy Commitments

Through this policy MSC MISSION OFFICE AUSTRALIA seeks to promote equal realization of dignity and human rights for girls, women, boys and men, and the elimination of poverty and injustice.

MSC MISSION OFFICE AUSTRALIA International commits to:

1. Promote gender equality as an explicit internationally recognized human right.
2. Address systemic and structural practices that create barriers to the realization of gender equality; including prevention and response to gender based violence and sexual exploitation and abuse.
3. Support the empowerment of all people toward ending poverty, conflict, human suffering regardless of gender.
4. Engage and coordinate with partners, governments, donors and other organizations to promote and support effective gender equality
5. Monitor, evaluate and improve gender equality outcomes.
6. Hold ourselves and others accountable to gender equality standards.

### Policy Implementation

The policy includes implementation guidelines and definitions. Each regional MSC MISSION OFFICE can further tailor implementation to their local circumstances.

### Policy Review

MSC MISSION OFFICE AUSTRALIA will undertake a review of this gender policy as required. A summary statement will be included each year in the MSC MISSION OFFICE AUSTRALIA annual report.

### Mechanisms for Implementation

MSC MISSION OFFICE AUSTRALIA will implement, monitor and evaluate this policy.

Each regional MSC MISSION OFFICE is encouraged to develop their own local plans to target and measure gender outcomes.