



JLAC's Gender & Child Protection Policy

Although JLAC's interventions are designed to take the whole family's welfare into account, JLAC is keen to align its programming with the principles of gender and child protection and to ensure "do no harm". Towards these ends, JLAC has chosen to adhere to the following:

Programmatic Considerations

- Understanding the impact of certain violations (i.e. losing one's home, lands, or Jerusalemite status) negatively affect women and children more than others.
- Continuing to undertake cases which impact the welfare of women and children. Such includes, cases of child registration in Jerusalem as doing so helps to both secure the entire family's presence in the City, as well as to award the child an official status (allowing him/her to go on to receive their due rights as Jerusalemites, most notably education and health rights). Moreover, working to protect community facilities, as schools, from demolition aids in securing the community's sustainable presence in their homes and lands, but dually helps in mitigating child drop-out rates (particularly among girls) whom would otherwise require to walk long distances (along arduous terrains or settler highways) in reaching schools beyond their remote communities.
- Taking such considerations as waiving external fees for women-headed households and deliberately seeking more female participation in outreach events.

Institutional Regulations

- Committing to a policy of non-discrimination in recruitment and treatment of employees (i.e. discrimination based on gender, race, religion, physical abilities, political affiliation, or any other form of discrimination), while granting priority in recruitment to women, persons with disabilities or from impoverished/ vulnerable groups.
- Ensuring women comprise no less than 30% of JLAC's team across its various tiers (i.e. staff, Board of Directors, and General Assembly), with JLAC's working team standing at 15 men (45%) and 18 women (55%) as of March of 2021. This policy is practiced through the regulations employed in recruitment and ensuring a safe and flexible work environment.
- Additional flexibility is provided to female employees considering women are affected by general conditions differently.
- Adherence to best practices (i.e. the principles vested in the Code of Conduct and other internal guideline which include, best practice, good governance, anti-corruption/ conflict

of interest, and quality assurance and cost-efficiency in service delivery), as shared with employees upon recruitment.

Adherence to Gender and Child Protection Principles

Affirming the commitment of all JLAC staff/representatives to gender and child protection principles as emphasized in JLAC's Code of Conduct, which most notably include:

- Full affirmation of equality between women and men and reducing the gender gap.
- The Convention on the Elimination of All Forms of Discrimination against Women- CEDAW, Convention on the Rights of the Child- CRC, Convention on the Rights of Persons with Disabilities and the Palestinian Amended Basic Law of 2003, stand among the international agreements/ local laws referenced by JLAC.
- JLAC is committed to preventing sexual harassment, abuse, and exploitation as exposed to or practiced by its representatives (against colleagues, beneficiaries or other groups vulnerable to abuse) as a result of their actions or activities as representatives of JLAC. JLAC completely prohibits such acts and is committed to providing both a safe environment for its staff and to safeguard its beneficiaries (as they are among the more vulnerable, marginalized and impoverished groups of society).
- Understanding the power differentials between JLAC staff/representatives and beneficiaries (including children and vulnerable adults in communities who are not direct beneficiaries but may be vulnerable to abuse) and the potential for this power to be abused; JLAC representatives are prohibited from bartering services or assistance provided by JLAC to beneficiaries in exchange for sexual favors or any form of humiliating exploitative acts. There is zero tolerance for such behavior.
- Representatives are prohibited from engaging in any sexual activities with children (i.e. those under the age of 18), regardless of their relationship to JLAC. Pleading ignorance as to knowing the victim's age is not an adequate excuse for exemption from liability.
- Refraining from taking pictures of children without the presence and approval of their parents or those tasked with their care (while in school or public places), and acquire consent for intended publication.
- Comments sexist in nature or condoning the abuse/discrimination of women do not fall within the lines of freedom of expression.
- In the case that a JLAC representative has suspicions or concerns that sexual harassment, abuse and exploitation is being conducted by/ against another colleague, stakeholder, decision maker, consultant, volunteer/intern or beneficiary, they must immediately report concerns through JLAC's reporting systems.

See JLAC's full Code of Conduct:

<https://www.jlac.ps/userfiles/Code%20of%20Conduct.pdf>