



DOHA ANTI-DISCRIMINATION, GENDER EQUITY, DISABILITY & INCLUSION POLICY

1. Purpose

This policy outlines Door of Hope Australia's (DOHA's) commitment to advancing anti-discrimination, gender equity, disability inclusion, and racial justice in all its activities—including programming, fundraising, communications, and organisational culture. DOHA recognizes that addressing structural inequalities is fundamental to our Christian mission and effective international development.

2. Scope

This policy applies to all DOHA representatives, including:

- Board of Directors and sub-committees;
- Employees (permanent and temporary), contractors, and consultants;
- Volunteers and interns;
- Partner organisations and their representatives.

3. Definitions

- Gender: The socially constructed roles and opportunities for all people. Gender equality implies that rights and opportunities do not depend on how a person identifies.
- Disability: An evolving concept resulting from the interaction between persons with impairments and attitudinal/environmental barriers that hinders their full and effective participation in society on an equal basis with others.
- Intersectionality: The understanding that people's experiences of discrimination are shaped by the interaction of different identities (e.g., a woman with a disability may face different barriers than a man with the same disability).

- Anti-Racism: The active process of identifying and eliminating racism by changing systems, organisational structures, policies, and practices and attitudes, so that power is redistributed and shared equitably.

4. Policy Principles

DOHA's approach is guided by the following principles:

- Human Rights Based: Discrimination is a violation of fundamental human rights.
- Intersectionality: Recognizing that gender, disability, race, age, religion, and ethnicity intersect to create unique layers of disadvantage.
- Do No Harm: Ensuring activities do not unintentionally reinforce stereotypes or put marginalized groups at risk.
- Locally-Led Inclusion: Prioritizing the voices of women, people with disabilities, and marginalized ethnic groups in the communities where we work to lead their own development.

5. Policy in Practice: Organisational Culture

DOHA will ensure that:

- Recruitment & Pay: The most qualified person is appointed regardless of identity. DOHA maintains a zero-gender pay gap for equal work.
- Diversity in Leadership: DOHA actively seeks to diversify its Board and staff to reflect the communities it serves, with a specific focus on gender balance and racial diversity.
- Safe Environment: We provide a workplace free from harassment, including family-friendly practices that support equal sharing of care responsibilities.
- Training: All staff undergo training on Unconscious Bias, PSEAH (Prevention of Sexual Exploitation, Abuse and Harassment), and Disability Inclusion.

6. Policy in Practice: Programs and Communications

To meet ACFID requirements, DOHA will:

- Data Collection: Design and report against indicators disaggregated by sex, age, and disability (SADD).

- Gender & Inclusion Analysis: Conduct a formal analysis during the design phase of every project to identify specific barriers for women and people with disabilities.
- Participation: Ensure people with disabilities and women are not just "beneficiaries" but are active participants in project committees and decision-making.
- Communication: Ensure all fundraising and media materials promote dignity, avoid stereotypes, and use accessible formats (e.g., alt-text for images, captioned videos) to be inclusive of people with disabilities.
- Partner Support: Work with partners to build their capacity in gender-transformative programming and disability-inclusive practices.

7. Accountability and Complaints

DOHA is committed to transparency. Any breach of this policy—including acts of discrimination or harassment—should be reported via the DOHA Complaints Handling Procedure. We protect whistleblowers and ensure all complaints are handled with confidentiality and a survivor-centric approach.

8. Review

This policy will be reviewed every two years to ensure alignment with the ACFID Code of Conduct and Australian legislative requirements.

Last Reviewed: 15th September 2026

Next Review: [Date + 2 Years]