

## **Gender Equality Policy:**

The Gender Committee of ARA is dedicated to promoting gender equality, social inclusion, and the integration of gender perspectives across all organizational policies, programs, and interventions. The committee works to ensure that women, men, girls, and boys have equal access to opportunities, resources, services, and decision-making processes, while addressing the social and structural barriers that contribute to gender inequality.

The committee plays a key role in identifying and addressing gender disparities within communities and organizational activities by conducting assessments, providing recommendations, and supporting the implementation of gender-responsive approaches. It actively advocates for women's rights, leadership, economic empowerment, and meaningful participation in community development initiatives. Through awareness campaigns, capacity-building programs, and stakeholder engagement, the committee promotes positive social norms and challenges discriminatory practices that hinder gender equality.

In addition, the Gender Committee ensures that all projects and activities are designed and implemented in an inclusive and equitable manner, taking into account the diverse needs and experiences of different groups, particularly women and marginalized populations. The committee also supports the prevention of gender-based violence, promotes safeguarding measures, and contributes to creating a safe, respectful, and discrimination-free environment within both the organization and the communities it serves.

By fostering gender-sensitive policies, strengthening institutional accountability, and promoting equal opportunities for all, the Gender Committee contributes significantly to ARA's mission of achieving sustainable development, social justice, and inclusive community empowerment.