



Proud Lebanon

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SOGIESC Policy

1. Purpose

This policy affirms PROUD Lebanon's commitment to equality, diversity, and inclusion regarding sexual orientation, gender identity and expression, and sex characteristics (SOGIESC). We aim to create a safe, respectful, and inclusive environment for all employees, volunteers, and beneficiaries regardless of their SOGIESC. Our vision integrates the aim of realizing gender equality coupled with gender empowerment to put an end to oppression and exclusion.

2. Definitions

- Gender: Socially constructed roles, behaviors, activities, and attributes that a given society considers appropriate for individuals based on the sex they were assigned at birth.
- Sex: The classification of a person, assigned at birth, based on biological and physiological characteristics.
- SOGIESC: Sexual Orientation, Gender Identity and Expression, and Sex Characteristics
- Sexual Orientation: A person's emotional, romantic, and/or sexual attraction to others
- Gender Identity: A person's deeply felt internal sense of being male, female, a blend of both, or neither
- Gender Expression: How a person expresses their gender identity through appearance, behavior, or mannerisms
- Sex Characteristics: Physical features relating to sex, including genitalia, chromosomes, hormones, and secondary sex characteristics

3. Scope

This policy applies to all aspects of PROUD Lebanon's operations, including but not limited to recruitment, employment, training, promotion, and service delivery. It also guides our advocacy efforts, program design, and partnerships to promote SOGIESC rights and inclusion in the communities we serve.



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4. Guiding Principles

PROUD Lebanon adheres to the following key principles regarding SOGIESC:

4.1 Human Rights and Dignity

We affirm that all people of diverse SOGIESC should be able to live free from discrimination, coercion, violence, and stigma, and fully realize their rights.

4.2 Legal and Policy Reform

PROUD Lebanon recognizes the critical role of legal and policy reform in ensuring individuals of diverse SOGIESC can enjoy their fundamental human rights, live with dignity, and access support from civil society.

4.3 Addressing Harmful Norms

PROUD Lebanon is committed to addressing harmful gender and social norms, attitudes, and behaviors that drive violence against and exclusion of people with diverse SOGIESC. We will work to combat inequality and discrimination at their root causes.

4.4 Socioeconomic Equality

PROUD Lebanon acknowledges that social, economic, and cultural rights and equality are essential for full respect of human rights and dignity of persons with diverse SOGIESC. We are committed to breaking cycles of poverty that can hold back individuals with diverse SOGIESC and their families.



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4.5 Intersectionality

PROUD Lebanon recognizes that gender equality and diverse SOGIESC inclusion are interconnected and intersect with other forms of discrimination and marginalization. Our commitment to gender equality extends to all individuals, acknowledging that women, girls, and those with diverse SOGIESC often experience multiple intersecting inequalities.

4.6 Gender Representation

PROUD Lebanon works towards increasing participation of women and individuals with diverse SOGIESC in decision-making both in private and public institutions, to ensure concrete actions to change policies and enhance access to resources.

5. Non-Discrimination

PROUD Lebanon prohibits discrimination based on gender, sex, sexual orientation, gender identity and expression, and sex characteristics. This includes direct and indirect discrimination, harassment, victimization, and sexual exploitation, abuse, and harassment.

6. Inclusive Practices

6.1 Recruitment and Employment

- Job advertisements will use inclusive language and emphasize our commitment to gender equality and SOGIESC inclusion.
- Selection processes will be based solely on merit and relevant qualifications.
- Employee benefits will be provided equitably, regardless of gender or SOGIESC.



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6.2 Workplace Environment

- All employees have the right to be addressed by their preferred name and pronouns.
- Gender-neutral facilities will be provided where possible.
- Dress codes, if any, will be gender-neutral and flexible.

6.3 Training and Development

- Regular gender and SOGIESC awareness training will be provided to all staff.
- Career development opportunities will be offered equitably to all employees.

6.4 Service Delivery

- Our programs and services will be designed and delivered in a manner that is inclusive and respectful of gender diversity and SOGIESC.

7. Confidentiality and Privacy

An individual's SOGIESC status is considered private information. Disclosure of such information without consent is prohibited.

8. Support for Transitioning Employees

PROUD Lebanon will provide support to employees undergoing gender transition, including developing a tailored transition plan and ensuring confidentiality.

9. Prevention and Response to Discrimination, GBV, and SEA/H

PROUD Lebanon will implement measures to prevent and respond to discrimination, gender-based violence (GBV), and sexual exploitation, abuse, and harassment (SEA/H). A safe and accessible reporting mechanism for cases of discrimination, GBV, and SEA/H is established.

We will provide or refer survivors to necessary health and support services.



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10. Reporting and Addressing Violations

Violations of this policy should be reported to the Executive Board through our complaint mechanism. All reports will be taken seriously and addressed promptly.

11. Responsibility

All employees are responsible for adhering to this policy. Management is responsible for implementing and enforcing this policy.

12. Policy Review

This policy will be reviewed annually to ensure its effectiveness and relevance.

16/09/2024



PROUD
Lebanon