Interreg Italia–Österreich
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PLACES

Gender Equality & Anti-Discrimination Policy

PLACES. Promoting Landscape, Accessibility and Culture for Experiential and Sustainable Tourism

lapiccionaia centro di produzione teatrale
independent VITA INDIPENDENTE E MOBILITÀ SELBSTBESTIMMTES LEBEN UND MOBILITÄT
il Tarvisiano
Città di Vicenza
LANDES MUSEUM KÄRNTEN
KÄRNTEN Werbung

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1. Introduction

This Gender Equality and Anti-Discrimination Policy outlines the principles and standards expected from all project partners involved in the PLACES project.

The promotion of gender equality actions is considered on two levels: intra-partnership and extra-partnership. This Policy aims to ensure respect for both these dimensions, by promoting gender equality and preventing discrimination in all project-related activities and decisions and, indirectly, within the sphere of action of each partner organisation.

2. Values and Commitments

In alignment with objectives and methodology of the PLACES project, this Policy seeks to cultivate a culture of inclusion and equality, adopting an intersectional perspective. The partnership has a zero-tolerance approach to any form of discrimination and harassment and expects to avoid any negative impact concerning gender equality and discrimination. The PLACES partnership is responsible for upholding these commitments and ensuring that gender equality principles are integrated into all aspects of project implementation.

The gender approach adopted in the project is the so-called 'gender-positive' approach: a systemic approach that integrates a gender perspective into the design, implementation, monitoring and evaluation of policies, implementing measures and expenditure programs with a view to promoting gender equality and combating discrimination. According to this approach, gender equality is functional for achieving development results. This approach is not blind to gender differences and inequalities, but takes them into account to ensure inclusive development, considering different positions and needs, including those based on gender.

The partners commit to:

- Act towards any interlocutor with dignity and fairness, regardless of their identity or background, making sure to prevent any kind of direct and indirect discrimination.
- Create an inclusive working environment that values diverse perspectives and ensures that all voices are heard, meaning inclusiveness as the principle of providing all individuals with the chance to access opportunities and resources.
- Ensure equitable access to decision-making processes, allocation of services and consultancies, experts and speakers' involvement, stakeholders' engagement.
- Condemn any form of harassment, including sexual harassment intended as behaviour that compromises physical, emotional, or financial safety and security.

3. Tools and methods

The PLACES partnership will adopt the following practical measures to promote gender equality and inclusiveness:

- Adopt gender-sensitive communication and use inclusive language and imagery that reflects the diversity of interlocutors. Forms, surveys and attendance lists will also involve an inclusive, gender-neutral language.
- Ensure gender balanced panels and speakers at public events and conferences.
- Support a healthy balance between work responsibilities and private needs.
- Regularly assess the implementation of gender equality concerns through feedback exchange during TPMs.

4. Duration

This policy is effective for the entire duration of the PLACES project and applies to all individuals and organizations involved.

The PLACES partnership remains committed to continuous improvement and the active promotion of gender equality throughout all project phases.

5. Definitions

- *Gender Equality*: equal rights, responsibilities, and opportunities for individuals, regardless of their gender.
- *Direct Discrimination*: unequal treatment of individuals based on certain characteristics.
- *Indirect Discrimination*: practices that, while seemingly neutral, disproportionately disadvantage specific groups.
- *Harassment*: unwelcome behavior, including verbal or physical actions, that create a hostile or intimidating environment.
- *Intersectionality*: recognition of how various forms of discrimination can overlap, particularly when individuals belong to multiple marginalized groups.
- *Gender-sensitive language:* in written and spoken language, when women and men and those who do not conform to the binary gender system are made visible and addressed in language as persons of equal value, dignity, integrity and respect.

6. References and resources

- European Commission Gender equality strategy https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en
- ILO International Labour Organisation Action Plan on Gender Equality https://www.ilo.org/publications/ilo-action-plan-gender-equality-2022-25
- United Nations Sustainable Development Goals (SDGs) – Goal 5 https://www.un.org/sustainabledevelopment/gender-equality/
- European Institute for Gender Equality https://eige.europa.eu/publications-resources/thesaurus
- Gender Mainstreaming Guidelines for the Public Sector in Tourism https://www.e-unwto.org/doi/book/10.18111/9789284423248

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