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**GENDER POLICY
OF
LOTUS CLUB FOUNDATION
ANURADHAPURA**

2025 - 2027

6. Gender Policy

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6.1. Introduction

Sri Lanka is a country that cultures according to buddhist philosophy.

- ❖ Differentiating or discriminating against different varieties doesn't exist in our culture either in the history or in the present.
- ❖ In past there were number of gender varieties who lived harmony with each others
- ❖ When we consider females, Kuweni ruled the country when King Wijaya arrived Sri Lanka in 544 BC and married her.
- ❖ Queen Anula ruled the country for some period and Vihara Maha Devi was a female hero who went to the battle front with King Dutu Gemunu.
- ❖ In recent past Mrs. Wimala Wijewardhane, Mrs. Adline Molamure were female political leaders who paid a role in politics after the independance era.
- ❖ The First Female prime minister in the world was Mrs. Srimavo Bandaranayake in Sri Lanka, was elected by Sri Lankan people.
- ❖ As well as the 1st female president in the world who ruled a country was Mrs. Chandrika Bandaranaike Kumaratunga of Sri Lanka elected by Sri Lankan voters
- ❖ We as Sri Lankans introduced lot of lessons regarding gender equality to the world.
- ❖ In general assembly of UN in 1948.12.10 adopted a human right charter in which gender equality policy also was included.
- ❖ Most of the leading international organizations are discussing about the right of **LGBTIQ** Group.
- ❖ In Sri Lanka according to this world concepts established separate ministry for women affairs and most of the government and non - governmental organizations also currently discussing this gender equality issues.

6.2. Policy of Lotus Club Foundation

- ❖ We Lotus Club see only the biological differences in between male, female & other gender varieties
- ❖ The gene combination of male is 'xy' while for female 'xx'
- ❖ In Lotus Club policy according to these gene combinations except biological differences like Skin complexion, Growth of hair, Voice, Softness, Hardness, Differences in genital organs and

other parts of body.

- ❖ There should be no any discrimination among the rights of this gender varieties.
- ❖ In Lotus Club all over the staff including Director Board, Managers there should be at least 40% percentage of female.
- ❖ In our constitution we confirmed there is no any obstacle to recruitment of any staff according to need or skills among any gender variety.
- ❖ Such a staff member should have equal right & there should be no any discrimination.

6.3. Objectives

- ❖ Lotus Club is a government registered organization that works in harmony with government institutions, community, private sector organizations, other non - governmental organizations, International organization
- ❖ We should follow the policies of government as well as other non - governmental organization, International organization..etc.
- ❖ The aim of these policies are community development and betterment of the community.
- ❖ As we are also an organization who works towards the benefits of the community, We should also have and follow the policies in this issue.
- ❖ As we always work with community we should pass this message to the community and all the sectors work together with us.
- ❖ As we know a society that follows this policies is a highly supreme society.
- ❖ A highly supreme society is consist of highly motivated people with good quality mentality.
- ❖ A society like that will gain a fast development and prosperity .
- ❖ The importance of various gender varieties to the development of society must know by all the sectors of the society.
- ❖ Our duties to aware these to the sectors of the society that doesn't know it
- ❖ We use this policy to eliminate the narrow egos of society .

6.4. scope

- ❖ Lotus Club implement their activities through the 10 following fields National , Religious , Cultural and Arts, Environmental, Educational, Health, Economical, Agricultural, Sports and Miscellaneous
- ❖ In any of these fields at the Organizational and Operational level we exercise this policy.
- ❖ " The Board of Directors , Executive Director , Managers , All the other staff , Members of Lotus Club , Member of small Financial Unit (SFU), Sectors Who are connected with us with our projects , Donors , Other Civil Organizations work with us , Government Institutes connected to us , All Stake holders and All suppliers of Lotus Club and community that work with us" above mention all sectors connected to Lotus Club Foundation should follow the gender policy of Lotus Club.
- ❖ Any body who are not accepting these global policies shouldn't be connected to Louts Club Foundation in any way
- ❖ We Should discontinue the agreement in between Lotus club and any of the above partners who is not following this policy or works against this policy.

6.5. Sustainable Implementation

- ❖ Lotus Club will establish action plan in every 3 yearly for elimination of discrimination on new staff members and any gender variety
- ❖ Human Resource Manager Should bare the total responsibility of this issue.
- ❖ In every meeting including Director Board meeting , Staff meeting , SFU meeting discussion about this gender policy should be in there agenda.
- ❖ At this point a reference of our gender policy should be done and documented.
- ❖ At least one in six month a workshop, a discussion, training, lecture or at least evaluation of our gender policy should be done. Human Resource Manager is responsible for this.
- ❖ By above activities we aim to invade this policy to our Lotus Club Foundation Culture through this we hope to draw the all of our partners fully attention and attraction towards the our gender policy.
- ❖ Board of Directors, Executive Director, Managers should be in fully attention regarding any harassment for new staff member.

- ❖ Lotus Club will direct the staff members for the training program of gender equality. All the staff should be participated for this programs without any objections.
- ❖ Reporting of any incidents of breaching of this policy, any discrimination, harassment, sexual abuse, physical, verbal or mental harassments or any of the abuse to relevant authority is mandatory.
- ❖ If somebody made a complaint regarding any breach incident of this policy the complainer should be further protected. There should be no any harassment again and again towards him/her.
- ❖ Anyone can made a complaint to Human Resource Manager, Executive Director, Board of Directors or any senior staff members.
- ❖ The complains can be made directly, verbally, inwriting, sms, e-mail, whatsapp, online, by post or any other unidentified way.
- ❖ Lotus Club has the authority to take disciplinary action against anyone who breach this policy gives false details during an investigation or act as to disturb the investigation procedures.
- ❖ The Lotus Club exercise to give support and benefits if any victim found in our organization or any related partners.
- ❖ We organized regular activities to educate our partners and stake holders regarding this gender policy and force to them follow this.
- ❖ Lotus Club Foundation has authority to suspension of service any staff member if found guilty for the breach of this agreement of any abuse.