



Meeting Point International

GENDER EQUALITY AND INCLUSION POLICY

Meeting Point International (MPI)
2026

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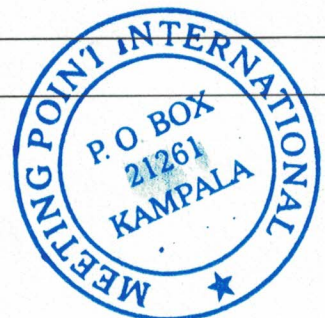




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1. INTRODUCTION

Founded by Rose Busingye in 1992, Meeting Point International (MPI) is a Ugandan non-governmental organization working with women, men, youth and children from the slums of Kampala, who are mainly affected and infected by HIV/AIDS.

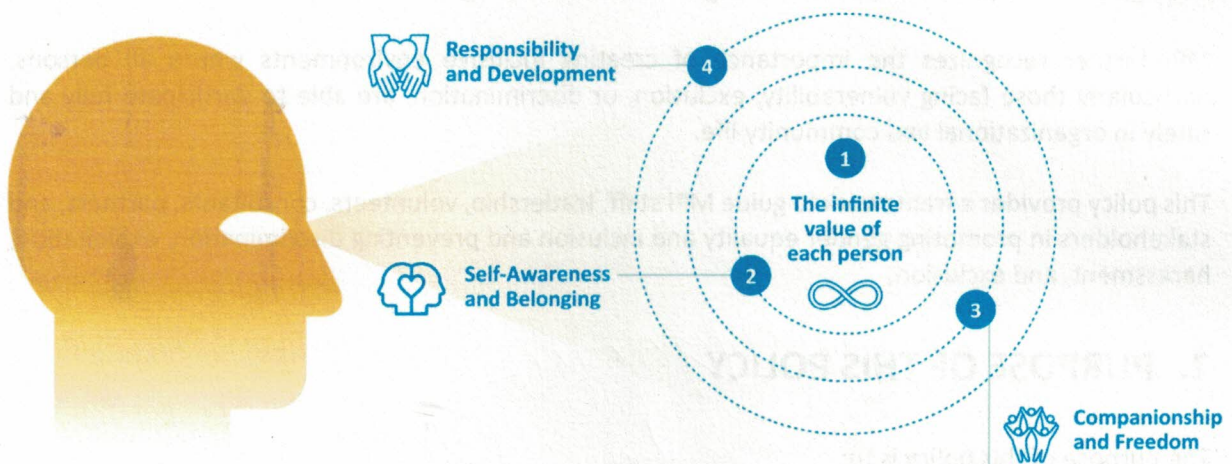
1.1 MPI's Vision

For every person to discover their infinite value and dignity, through a journey towards their own human development and that of their communities.

1.2 Our Mission

MPI aims at continuously accompanying every person and community, prioritizing victims of HIV/AIDS, promoting education at all levels and committing to poverty alleviation.

1.3 MPI's Method



- 1** Everything begins with the infinite value of each person.
- Every individual is unique and irreplaceable, not defined by their limitations, current or past circumstances, illness, poverty, wealth, or even death.

- 2** Our goal is to help each person discover their infinite value, foster relationships where they realize they are important and create simple communities where they can belong.

- 3** Through companionship, each person can become free and able to be themselves and express who they are.

- 4** When someone discovers their infinite value and gains freedom through this companionship, they take responsibility for their value and become the main character in their own development and that of their communities.

1.4 Relevance of Gender Equality Policy

Meeting Point International (MPI) recognizes that gender equality and inclusion are fundamental to human dignity, social justice, sustainable development, and the realization of human rights. Gender inequality and exclusion continue to affect access to education, healthcare, livelihoods, leadership opportunities, protection, and participation in decision-making processes, particularly for women and girls and other vulnerable or marginalized groups.

Poverty, excessive workloads, weak political and legal representation, harmful social and cultural norms, violence, poor health, limited educational opportunities, and unequal access to resources continue to hinder many women and girls from realizing their full potential and contributing meaningfully to their communities. Gender inequality and exclusion have a profound impact on society as a whole, affecting not only women and girls, but also men, boys, families, communities, and social development more broadly. MPI recognizes that unequal power relations and harmful social norms can create barriers to participation, opportunity, dignity, safety, and protection for women, girls, men, and boys.

MPI believes that every person possesses inherent dignity and value and should never be reduced to sickness, vulnerability, disability, social status, or limitation. Through this Policy, MPI commits itself to promoting fairness, inclusion, participation, protection, and equal opportunity for women, men, girls, and boys in all aspects of its organizational and programmatic work.

MPI further recognizes the importance of creating inclusive environments where all persons, particularly those facing vulnerability, exclusion, or discrimination, are able to participate fully and safely in organizational and community life.

This policy provides a framework to guide MPI staff, leadership, volunteers, consultants, partners, and stakeholders in promoting gender equality and inclusion and preventing discrimination, exploitation, harassment, and exclusion.

2. PURPOSE OF THIS POLICY

The purpose of this policy is to:

- Provide a framework and reference document to guide MPI's commitment to gender equality and inclusion.
- Ensure that gender equality and equity are integrated into all MPI programs, projects, structures, and operations.
- Promote an organizational culture that respects dignity, fairness, participation, and equal opportunity.
- Strengthen accountability of leadership, staff, and partners toward gender-responsive practices.
- Promote meaningful participation and equal access to opportunities, resources, and decision-making processes for women, men, girls, and boys.
- Provide guidance for preventing and responding to discrimination, sexual harassment, gender-based violence, exploitation, and abuse.



3. SCOPE

This policy applies to: all MPI staff, Board members, Volunteers, Interns, Consultants, Contractors, Partner organizations and Any individual representing or acting on behalf of MPI.

All persons covered under this policy are expected to uphold its principles and standards in their professional conduct and interactions.

4. DEFINITIONS

Gender: Gender refers to the socially and culturally defined roles, responsibilities, behaviors, opportunities, and expectations associated with being female or male.

Gender-Based Violence (GBV): Gender-based violence refers to any harmful act directed against a person based on gender, including physical, sexual, emotional, psychological, or economic harm.

Gender Mainstreaming: Gender mainstreaming refers to the integration of gender perspectives and considerations into all policies, programs, projects, systems, and organizational practices.

Gender Equality: Gender equality refers to equal rights, responsibilities, opportunities, participation, and treatment for all persons regardless of gender.

Gender Equity: Gender equity refers to fairness in access, treatment, opportunities, and allocation of resources according to the different needs and realities of individuals.

Inclusion and Non-Discrimination: Inclusion and non-discrimination refer to the creation of environments where all persons are respected, valued, able to participate equally, and protected from discrimination, exclusion, intimidation, or degrading treatment regardless of gender, age, disability, health condition, ethnicity, religion, social status, or other status.

Sexual Harassment: Sexual harassment refers to any unwelcome sexual advance, request for sexual favor, verbal or physical conduct of a sexual nature, intimidation, or behavior that creates an offensive, hostile, humiliating, or unsafe environment.

5. MPI COMMITMENT TO GENDER EQUALITY AND INCLUSION

MPI is committed to:

- Promoting gender equality and inclusion as fundamental human rights and adhering to relevant international and national human rights principles and frameworks.
- Promoting equal dignity, participation, opportunity, inclusion, and respect for women, men, girls, and boys.
- Addressing harmful cultural, social, and structural barriers that prevent women and girls and other vulnerable groups from realizing their rights and potential.
- Preventing discrimination, exploitation, sexual harassment, abuse, intimidation, retaliation, exclusion, and gender-based violence in all areas of MPI work.
- Promoting fair and meaningful participation of women and men in leadership, decision-making, and organizational processes.
- Mainstreaming gender and inclusion considerations in all programs, projects, policies, and organizational systems.
- Encouraging the active involvement of men and boys as positive partners in promoting gender equality, inclusion, and protection.



- Working collaboratively with communities, donors, civil society organizations, and government institutions to advance gender equality and inclusion.
- Ensuring that all programs promote equitable access to resources, services, participation, and decision-making opportunities.
- Supporting an organizational culture based on dignity, respect, fairness, accountability, safety, and inclusion.

6. NON-DISCRIMINATION AND SAFEGUARDING

MPI is committed to maintaining a working and program environment free from discrimination, harassment, exploitation, abuse, intimidation, exclusion, and violence.

MPI adopts a zero-tolerance approach toward:

- Sexual harassment
- Sexual exploitation and abuse
- Gender-based violence
- Intimidation and retaliation
- Discrimination and degrading treatment

All individuals interacting with MPI have the right to dignity, safety, respect, inclusion, and equal treatment. Any staff member, volunteer, consultant, contractor, or partner found to have violated this policy shall be subject to appropriate disciplinary or contractual action in accordance with MPI policies, including the Code of Conduct, Safeguarding Policy, and applicable laws.

Where allegations involve **sexual exploitation, abuse, harassment, or any form of harm to children or vulnerable persons**, they shall be immediately referred and managed in accordance with MPI's Safeguarding Policy and related safeguarding procedures.

MPI shall establish safe, confidential, and accessible mechanisms for reporting gender-related concerns, complaints, harassment, discrimination, exploitation, abuse, or exclusion. Complaints shall be handled confidentially, fairly, and without retaliation against complainants or survivors.

All safeguarding-related concerns will be escalated through established safeguarding reporting channels and managed in line with safeguarding principles, including survivor-centred and do-no-harm approaches.

7. ORGANIZATIONAL COMMITMENTS AND PRACTICES

MPI shall:

- Promote fairness, dignity, inclusion, and equal opportunity across all organizational practices and activities.
- Encourage balanced and meaningful participation of women and men in leadership, decision-making, and organizational processes.
- Ensure equal access to learning, mentorship, professional growth, and organizational opportunities.
- Integrate gender equality and inclusion principles into staff orientation, supervision, and day-to-day organizational practices.
- Promote respectful and inclusive communication that avoids discriminatory language, stereotypes, degrading images, or harmful representations.



- Respect the dignity and privacy of all persons represented in photographs, publications, communication materials, and media engagement.
- Promote safe, respectful, and inclusive workplaces and field environments for all staff and representatives.

8. PROGRAM IMPLEMENTATION

MPI shall integrate gender equality and inclusion considerations throughout the entire project cycle, including planning, design, implementation, monitoring, evaluation, and reporting.

MPI programs shall:

- Collect and utilize gender-disaggregated data to inform planning, implementation, monitoring, and reporting.
- Promote equitable participation of women and men in community structures, activities, leadership, and decision-making.
- Ensure equal and fair access to project benefits, services, resources, and opportunities.
- Apply gender analysis approaches to identify barriers, vulnerabilities, risks, and opportunities.
- Integrate gender-sensitive and inclusive approaches into partnerships, community engagement, and program implementation.
- Promote awareness and understanding of gender equality and inclusion among staff, partners, and communities.

9. CONCLUSION

MPI recognizes that promoting gender equality and inclusion is a continuous process that requires commitment, reflection, accountability, and collaboration.

Through this policy, MPI reaffirms its commitment to creating an organizational and program environment where all persons are treated with dignity, fairness, respect, safety, inclusion, and equal opportunity, and where women, men, girls, and boys can meaningfully contribute to the development of their communities and society.



GENDER EQUALITY POLICY ACKNOWLEDGMENT AND ACCEPTANCE FORM

I, (Full Name)
..... (Position/Role/Organization if applicable),
acknowledge receipt of the Meeting Point International (MPI)'s Gender Equality Policy.
I confirm that I have read, understood, and accepted the Gender Equality Policy as part of my
employment, collaboration, volunteer service, consultancy, partnership, or engagement with Meeting
Point International (MPI).

Name :
Signature :
Date :

A copy of the signed Gender Equality Policy should be returned to the Administration office or to this
email: admin@meetingpoint-int.org