

PROTOCOL AGAINST ALL FORMS OF DISCRIMINATION

GRUPO INTERNACIONAL DE PAZ

Objective:

This protocol aims to establish a framework for action to prevent, identify, and respond to any form of discrimination in the activities and programs of the International Peace Group. Discrimination based on race, gender, sexual orientation, religion, physical ability, age, or any other characteristic is strictly prohibited.

1. Non-Discrimination Policy

1.1. Commitment Statement: The International Peace Group is committed to promoting an inclusive and respectful environment in all its activities, where diversity is valued and respected.

1.2. Scope: This policy applies to all employees, volunteers, participants, directors, and any other person involved in the activities of the International Peace Group.

2. Prevention of Discrimination

2.1. Training and Awareness: All employees, interns, volunteers, and directors will receive training during the induction process on diversity, inclusion, and anti-discrimination. The 7P methodology of Sport for Development and Peace, implemented by the organization in the territories, has ethical principles that must be applied by all employees, interns, volunteers, and directors.

2.2. Materials and Resources: The organization's 7P Strategy includes the development and distribution of educational materials that promote inclusion, diversity, tolerance, and equality, among other values that prevent attitudes and behaviors of discrimination. Resources are available in Spanish, the language spoken by the organization's collaborators and the participants of the programs.

3. Detection and Monitoring

3.1. Reporting Mechanisms: A confidential channel is available for anyone to report incidents of discrimination without fear of retaliation. Reports can be made through email, phone, or an online form available on the organization's website.

3.2. Investigation Process: All reports of discrimination will be promptly and thoroughly investigated by a designated committee. The investigation will maintain confidentiality to the extent possible and ensure a fair process for all parties involved.

3.3. Monitoring and Evaluation: The organization will regularly monitor and evaluate the effectiveness of its anti-discrimination policies and procedures. This includes reviewing incident reports, conducting surveys, and gathering feedback from employees, volunteers, and participants.

4. Response to Incidents

4.1. Support for Victims: The organization will provide support to victims of discrimination, including counseling services, medical assistance if needed, and other forms of support to help them recover from the incident.

4.2. Corrective Actions: Appropriate corrective actions will be taken against individuals found to have engaged in discriminatory behavior. This may include disciplinary actions up to and including termination of employment or volunteer status.

4.3. Restorative Measures: The organization will implement restorative measures to repair any harm caused by discrimination. This may involve mediation, restitution, or other forms of restorative justice.

5. Communication and Awareness

5.1. Internal Communication: The organization will communicate its anti-discrimination policies and procedures to all employees, volunteers, and participants. This includes regular updates and reminders about the importance of diversity and inclusion.

5.2. Public Awareness: The organization will promote awareness of its commitment to preventing discrimination through public statements, campaigns, and collaborations with other organizations that share similar values.

6. Continuous Improvement

6.1. Feedback and Review: The organization will regularly seek feedback from employees, volunteers, and participants on its anti-discrimination efforts. This feedback will be used to review and improve policies and procedures.

6.2. Training and Development: Ongoing training and professional development opportunities will be provided to all employees and volunteers to enhance their understanding and skills in promoting diversity and preventing discrimination.

6.3. Partnerships: The organization will seek partnerships with other organizations and experts to enhance its capacity to address discrimination and promote an inclusive environment.