



## **GEM STATEMENT AND POLICY PROHIBITING ILLEGAL DISCRIMINATION AND HARASSMENT**

The Girls Excellence Movement – GEM is committed to the principals of Equal Employment Opportunity and is committed to making employment decisions based on merit and value. We are committed to complying with all international, regional and Ghanaian laws providing Equal Employment Opportunities, as well as all laws related to terms and conditions of employment. We desire to keep a work environment which is free of harassment or discrimination because of sex, race, religion, color, national origin, sexual orientation, physical or mental disability, marital status, age or any other status protected by our laws. We value diversity and are willing to employ men and women of all ethnic and racial groups, ranging in age from the teens to the sixties and older, and representing a broad spectrum of religions and national origins. GEM will make every reasonable effort to accommodate those physical or mental limitations of an otherwise qualified volunteers, unless undue hardship would result for GEM.

Just as GEM bears a responsibility towards this policy, each of us must clearly communicate our disinterest in, or offense taken to, any perceived verbal or physical discrimination or harassment. We are all responsible for upholding this Equal Employment Opportunity policy and commitment. Equal Employment Opportunity laws afford each one of us the chance to succeed or fail based on individual merit.

Prohibited sexual harassment is defined as follows: “Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

- a) submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment
- b) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual or
- c) such conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive work environment.

GEM will not tolerate any form of discrimination or harassment! Any volunteer who feels that he or she has witnessed, or been subject to, any form of discrimination or harassment should immediately notify their supervisor, personnel administrator or other Team Leader of GEM. We will promptly investigate any claim and take appropriate action. We will seek to impose appropriate sanctions against any person found to be in violation of this policy. Such sanctions may include, but are not limited to, reprimand, suspension, demotion, transfer and discharge.

GEM prohibits retaliation against any volunteer who brings forth any complaint or assists in the investigation of any complaint. If you feel we have not resolved your complaint, and after you have followed the GEM grievance procedure.

