



FUNDACIÓN CLIMÁTICA IRIS, UNIDOS POR EL CLIMA

POLICY ON GENDER AND ZERO TOLERANCE TOWARDS HUMAN TRAFFICKING, IN ANY OF
ITS FORMS, AND SITUATIONS OF DISCRIMINATION, VIOLENCE, AND HARASSMENT IN THE
WORKPLACE

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Introduction

This document describes how Fundación Climática IRIS, Unidos por el Clima (hereinafter, the Foundation) together with its partners and collaborators, seeks to support and achieve gender equality by implementing and disseminating transformative solutions and actions aimed at channeling resources and financial mechanisms to positively impact the fight against climate change and achieve the Sustainable Development Goals (SDGs).

Likewise, it expresses the willingness to observe and implement the objectives and goals of the Foundation under the principles of integrity, professionalism, and respect for the dignity of all people, thus striving to prevent human trafficking in any of its forms.

This document is based on a study of the national and international context, assuming precepts, principles, and coherent and fair practices for the benefit of people.

Objectives

- Establish the enabling framework, scope, and commitment of the Foundation regarding gender equality and zero tolerance towards human trafficking in any of its forms and towards situations of discrimination, violence, and harassment in the workplace.
- Prevent and address acts or incidents of discrimination based on sex, gender, sexual orientation, gender identity, age, ethnic origin, skin color, religious belief, disability, national or territorial origin, or any other personal condition or circumstance that implies a distinction harmful to human dignity, to ensure a work environment free from discrimination, violence, and harassment.

- Establish principles for internal and external management with a focus on gender equality and zero tolerance towards human trafficking in any of its forms.
- Establish that this policy will come into effect immediately and that the precepts, policies, and procedures, as well as reporting mechanisms from the national and international context that do not contradict the provisions in this document, may be adopted and used to benefit those who interact with the organization, as regards gender equality and zero tolerance towards human trafficking in any of its forms.
- Establish that the responsibility for compliance with the provisions in this document falls on the Foundation's team.
- Report the existence and obligation to observe the provisions of this policy during the recruitment process, for incorporation into the Roster of Experts, and for participation in activities of any kind to be developed by the Foundation or with its participation.
- Establish that the Grievance Redress Mechanism related to gender issues and zero tolerance towards human trafficking, in any of its forms, is the one appropriately and officially established by the Foundation as a complaint mechanism.
- Contribute to the establishment of legal mechanisms to protect workers against situations of discrimination, violence, and harassment in the workplace, ensuring equal and equitable conditions in the workplace.
- Promote listening spaces and reliable communication channels so that workers affected by discrimination, violence, or harassment in the workplace have a favorable environment to report it and receive the appropriate guidance, advice, and follow-up, suitable to their situation.

Enabling framework

The [Constitution of the Republic](#) establishes in its Article 43: “Women and men have equal rights and responsibilities in the economic, political, cultural, labor, social, family, and any other spheres. The State guarantees that both are offered the same opportunities and possibilities. The State promotes the comprehensive development of women and their full social participation. It ensures the exercise of their sexual and reproductive rights, protects them from gender-based violence in all its manifestations and spaces, and creates the institutional and legal mechanisms for this purpose.”

Achieving Sustainable Development Goal (SDG 5) on gender equality poses diverse challenges for Cuba today, even as it strives to equalize conditions and rights for men and women. In Cuba, despite social policies, gender gaps and a patriarchal culture persist, making it difficult for women to live full lives free from violence and with equal opportunities. For this reason, the National Program for the Advancement of Women (PAM, by its name in Spanish) was created in March 2021 with the aim of delving deeper into the objective and subjective factors that persist in Cuban society as expressions of discrimination. It focuses on eight areas of special attention: women's economic empowerment, media, education, prevention and social work, access to decision-making, legislation and law, sexual and reproductive health, and statistics and research.

The approval of the National Program for the Advancement of Women and the Comprehensive Strategy for the Prevention and Response to Gender-Based and Domestic Violence reflect Cuba's commitment to adopting concrete actions to address the issue.

The existence of public policies and programs stands out, as well as the integration and coordination of national plans, such as the National Economic and Social Development Plan until 2030. Furthermore, the current Family Code, submitted to public consultation, expands the scope of protection for women and girls, offers a cross-cutting perspective on violence and

discrimination, and seeks to balance the distribution of domestic and care work, which largely falls on women's shoulders.

Furthermore, official public statistics are illustrative, placing women's performance in political, economic, and official life at levels comparable to that of men. This leadership is supported, among many other factors, by protective maternity legislation, which, in its most recent update, equalized the rights of women workers regardless of their sector.

The approval of the National Program for the Advancement of Women (PAM) and a regulatory provision such as the Comprehensive Strategy for the Prevention and Response to Gender-Based Violence and Domestic Violence undoubtedly constitute steps forward in the fight for gender equality in the country. Meanwhile, ensuring their proper and more agile implementation, based on processes of promotion, advocacy, monitoring, and oversight, and advancing other initiatives that contribute to dismantling discriminatory and violent patriarchal sociocultural patterns, are also relevant to the Foundation.

Cuba is a State Party to the Palermo Convention on Transnational Organized Crime and its Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, and is firmly committed to preventing and combating this crime. Its Constitution classifies it as a crime against human dignity. The various legal instruments available to the country allow it to prevent and combat human trafficking and other associated behaviors.

The provisions of current national legislation regarding this crime are consistent with the spirit of the Convention, its Protocols, and other international instruments to which Cuba is a Party. Decree 96/2023 aims to establish the Protocol for Action against Situations of Discrimination, Violence, and Harassment in the Workplace (hereinafter the Protocol), which allows for their identification, prevention, and control; training for workers and employers; and assistance to those affected, which contributes to ensuring the enjoyment of their labor rights.

The Protocol protects workers against any irregular situations of this type that may arise and establishes the following premises: prevention, protection, and action to regulate the handling of discrimination, violence, and harassment situations in the state and non-state workplace, as well as ensuring the enjoyment of labor rights. It also provides for the development of protocols to deal with discrimination, violence, and harassment situations in the workplace, for the information of workers, for their compliance, and for inclusion in the approved internal provisions.

In the process of strengthening the Foundation, and in line with its objectives and goals, which consist of: raising and mobilizing resources to address climate change; as well as planning and developing viable and sustainable local, national, and international programs and projects aimed at more resilient and low-carbon territorial and sectoral development; the gender perspective and respect for all diversities are considered a matter of human rights.

We begin by recognizing the gaps that persist in this regard in the country and in the Latin American and Caribbean region, which largely result in injustice and increase the vulnerability of girls, adolescents, women, older adults, and people with disabilities to climate change, access to resources, and a dignified life.

Commitments and will

We are committed to promoting gender equality and racial, class, age, linguistic, and cultural inclusion as a policy priority, encouraging full participation, strengthening democracy as well as participatory and collaborative governance, thus generating a paradigm shift in climate finance and environmental sustainability.

We are committed, as a principle of gender equality, to working to reduce inequalities and exclusion; supporting the empowerment of all girls and women; helping to build inclusive governance with women's participation and leadership; and similarly supporting the eradication of poverty and ensuring a safe work environment free from harassment, including sexual

harassment and exploitation, in our activities and operations. We also take measures to prevent such harassment, ensuring a prompt and effective response to reports.

The Foundation embraces commitments to transparency and virtue, while also being committed to promoting a culture of honesty and opposition to all illegal activity, with zero tolerance for any form of violence, discrimination, inequality and inequity, in accordance with Cuba's policy and the national and international legal framework.

It aims to maintain its zero-tolerance policy toward human trafficking in any form, by creating a safe work environment free from harassment (including sexual harassment); cooperating with countries and international organizations, within civil society; and anticipating and communicating proposals of protective actions for people in particularly vulnerable situations, particularly children, women, the elderly, and people with disabilities.

Scope

This policy is consistent with the Code of Ethics as the foundation of our institutional values, which are communicated at all levels and in all areas of our operations. It covers all collaborators, consultants, allies, and those directly involved in our objectives and lines of work at all levels of the organization. All of the above ensures the protection and well-being of people, enabling us to build projects and implement actions for climate finance that have gender equality and zero tolerance towards human trafficking in any of its forms as cross-cutting pillars.

Actions

- ❖ Transparently reflect the principles of equality, equity, diversity, and empowerment, while contributing to the development of sustainable and gender-equal economies.

- ❖ Promote gender equality and inclusion through the prevention, mitigation, and response to situations linked to inequality, discrimination, or abuse of power, based on the organization's values, which are conveyed at all levels and in all areas of our operations.
- ❖ Impact the fight against climate change and environmental sustainability, convinced that one of the greatest advances in justice is the recognition of participation, inclusion, and diversity.

Internal management

We, Fundación Climática IRIS, Unidos por el Clima,

- are hereby notifying and complying with the protocol for dealing with discrimination, violence, and harassment situations in the workplace;
- incorporate a gender perspective and empowerment into all our projections, conversations, and decisions;
- ensure the health, safety, and well-being of everyone involved in our work ecosystem;
- promote education, training, and professional development, supporting those who face the greatest challenges in accessing environmental and climate financing opportunities;
- design internal and external work practices that reflect our approach to gender equality and the substantive equality of women, men, and non-binary identities in their workplaces;
- communicate and raise awareness about gender equality and equity at all organizational levels, as well as through relationships with partner organizations and funding entities;
- engage in conversations with all stakeholders to maintain gender policy as a living principle that serves as inspiration for all our actions;

- equalize opportunities and offer inclusive treatment, enhancing the diverse knowledge that people are capable of offering as a workforce, regardless of their sex, gender, or other social and cultural categorizations;
- provide equal opportunities in access to employment, the formation of multicultural work teams, the assignment of roles and positions, and professional development;
- ensure equal pay across gender, ethnic, and age groups.

External management

- The Foundation's inclusive and participatory nature will allow for national and international exchanges aimed at positively influencing the fight against climate change. Its positive impact also includes promoting principles of zero tolerance towards human trafficking in any of its forms, as well as encouraging gender equality and the rights of women and girls through activities that comprise advocacy and dialogue policy, awareness-raising, and considering the needs and vulnerabilities of women and girls when designing programs, projects, activities, and actions for climate change adaptation.
- Provide training and other forms of assistance to Child and Adolescent Protection Centers established in Cuba.

In general, and in all directions, we work towards:

- Placing gender equality at the heart of dialogue and decision-making.
- Create, preserve, and maintain a culture where all people are respected, valued, and empowered, and where everyone feels safe and included.
- Implement actions that meet social and environmental goals.

- Promote innovative initiatives and solutions, such as financing, that accelerate progress on gender equality and combat climate change.
- Establish alliances in favor of gender equality and zero tolerance towards human trafficking in any of its forms.
- Support collaboration with the private sector to foster a safe working environment that is free from harassment, including sexual harassment, exploitation, and abuse, in its activities and operations, and promote women's leadership and participation.
- Create inclusive spaces and workplaces, and integrate a gender perspective.

This document will be reviewed and updated in accordance with the legal framework and the context in which the Foundation's activities are carried out.

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