

The Swedish Red Cross policy against discrimination and for inclusion

Established by the Board

Date 15 Feb 2019



Swedish Red Cross

Document established by: The Board

Date: 2019-02-15

Valid until: Until further notice

Reviewed and monitored by (owner): The Swedish Red Cross Board

INTRODUCTION

This policy expresses the Swedish Red Cross' basic positions and actions in matters relating to discrimination and inclusion.

The Swedish Red Cross shall be a welcoming and humane organisation, free from all forms of discrimination, racism, intolerance, and other dehumanized views. We treat everyone we meet with respect and dignity based on fundamental human rights, the Fundamental Principles of the Red Cross, our statute/bylaws and our code of conduct. To be an organisation that is free from all forms of discrimination, racism, intolerance and other dehumanized views also mean that we need to ensure that the Swedish Red Cross is an inclusive organisation where everyone is allowed to participate on equal terms. To be able to conduct work in a relevant, efficient and inclusive manner without discrimination, it is required that the activities within the Swedish Red Cross are planned, implemented and evaluated with a gender- and diversity perspective and further that they are run and implemented by people with different backgrounds.

This policy applies to all elected representatives, volunteers, employees, delegates, trainees, students, consultants, remunerated or others who have undertaken assignments for, or otherwise represent, the Swedish Red Cross in Sweden and/or abroad. In this policy, these are referred to as everyone engaged with the Red Cross. The policy also applies to the international collaborations the Swedish Red Cross has with other national organisations and other parts of the Red Cross and Red Crescent Movement.

The Swedish Red Cross must ensure that all parties are informed of the existence of this policy and its consequences.

POLICY COMMITMENTS

- We have zero tolerance for all forms of discrimination, racism, intolerance and other dehumanized views within our organisation;
- The Swedish Red Cross' activities are conducted with no discrimination on the basis of gender, transgender identity or expression, age, ethnicity, origin, religion or other beliefs, functional variations, sexual orientation or other background.
- The Swedish Red Cross must systematically integrate a gender and diversity perspective in all activities where people's different needs and abilities are made visible when interventions are planned, implemented and evaluated.
- People with different genders, backgrounds, ages and experiences shall be consulted and included in the planning, implementation and evaluation of the Swedish Red Cross' efforts and activities.

BACKGROUND

The developments of today's society are complex. There is strong support for openness and inclusion, but at the same time, we can also see a polarized and hardening social climate where discrimination and racism are evident. Therefore, it is of great importance that the Swedish Red Cross stands up for the equal value of people and actively works to prevent and counter all forms of discrimination and racism.

The view of the Swedish Red Cross' foundation is that all people, regardless of nationality, ethnicity, religion or other belief, social status, political opinion, gender, gender identity or expression, functional variation, sexual orientation, or age have equal value and should have the same opportunities, rights, and obligations within all essential areas of life. We know that racism and discrimination are factors that can exacerbate vulnerability and negatively affect a person's physical and mental health.

It is important to fight both the open and hidden racism and discrimination within one's own organisation. How discrimination is expressed can be different. It can be a reluctance to help or prejudices about a specific group, a political commitment in a context that directly or indirectly opposes the Swedish Red Cross' mission and values, or the organisation not being welcoming and inclusive.

APPLICATION OF THE POLICY

The overall responsibility for the organisation's compliance with the policy lies with the Swedish Red Cross' Governing Board and management team. The branch boards are responsible for ensuring that operations at the local level are conducted in line with the policy. The respective operations manager is responsible for ensuring that there are relevant routines and follow-up on-site to ensure compliance with the policy. Everyone engaged with the Red Cross have a personal responsibility to act in accordance with this policy and to pay attention and act in the event of a violation of the policy.

Everyone engaged with the Red Cross must know of- and apply our values and basic principles so that they become a tool in everyday life. Everyone engaged with the Red Cross need to understand which political contexts and opinions are not compatible with our basic principles and the organisation's work. The Swedish Red Cross needs to have a local power of action when a society is affected by, for example, hatred or violent extremism and know how the regular activities are to be conducted and what preparedness is to be found in the district.

As part of the basic principle of impartiality, it is also stated that we must work to prevent and alleviate suffering in a non-discriminatory manner. This of course means that all forms of discrimination are prohibited, but also that our efforts must be based on knowledge of the individuals to whom the efforts are intended to be directed, as well as planned and implemented with regard to people's different conditions, needs, abilities and resilience. It is also central that activities are planned and implemented by people with different backgrounds.

All people have varying vulnerabilities and exposure to risks, conditions, needs, abilities, resilience and priorities. These are often interwoven and are influenced by several different

social background factors such as age, functional variation, sexual orientation, socio-economic status and role in societal structures, ethnicity including migrants and minority groups, beliefs and languages. To ensure that the Swedish Red Cross' efforts and activities reach the most vulnerable, are adequate, relevant, and effective, these must be consistently based on needs analyses that contain a gender and diversity perspective. Efforts based on people's priorities, wishes and participation have a greater effect and contribute to safety, security, accessibility and promote non-discrimination.

In addition to systematically integrating a gender and diversity perspective where people's different needs and abilities are made visible when initiatives are planned, implemented and evaluated, the Swedish Red Cross will collect, request, use and publish information/statistics where gender, age and functional variation are reported separately.

By applying a gender and diversity perspective, it is possible to reduce inequality, discrimination, risks, vulnerability and exposure to gender-based violence. It also promotes improved gender and diversity composition at all levels of the organisation (Governing Board, management, employees and volunteers).

If any form of discrimination is detected, it must be reported and dealt with immediately. One way to do this is to report it anonymously to the whistleblower function. Suspicions that you do not wish to report to a chairperson, volunteer leader or manager should be reported to Claimdesk at redcross@claimdesk.pwc.se or by letter to Claimdesk, PricewaterhouseCoopers AB, 113 97 Stockholm, Sweden.

Support for the application of this policy can be found in, among others, the GS guideline on gender and diversity.

DEFINITIONS

Diversity within the Swedish Red Cross means acceptance and respect for all kinds of differences. It means an open and affirming culture in all areas and at all levels of the organisation. Furthermore, it means a mix of people with different genders, ages, backgrounds, affiliations, experiences, skills and personalities.

Gender is another word for social sex. It is socially assigned stereotypical characteristics and roles that normatively define masculinity, femininity or persons of other gender identities at different ages. It highlights an unequal and discriminatory distribution of, and access to, opportunities, resources and power between women, men or persons of other gender identities. Gender is deeply rooted at different levels of society and culture but is changing over time.

Accessibility means that activities are available to all without discrimination. This includes access to information and physical accessibility, which includes the adaptation of facilities.

REFERENCES

Preparedness to deal with xenophobic acts: web-course and publication

How can I as a Red Cross worker deal with xenophobic comments and acts: leaflet

Safety guide: introduction and self-assessment form

Violent extremism: information and tools

Position on racism and discrimination.

IFRC, Strategic Framework on gender and diversity issues, 2013–2020

IFRC, Minimum Standards for Protection, Gender and Inclusion in Emergency Programming – Incorporating Disability and Diversity, 2018

IFRC, Community engagement & accountability commitments and minimum actions, 2018

IFRC, policy on prevention and response to sexual exploitation and abuse, 2018