NO MORE SILENCE, NO MORE VIOLENCE!
INTRODUCTION

This manual is based on the principle of the Friends of the Earth’s mission to create a world where we all enjoy the right to live in a safe, healthy and harmonious environment. This manual provides guidance on how to prevent and respond to violence and sexual harassment in our organisations.

The key principles of the Friends of the Earth International are:

1. Non-violence
2. Equality
3. Participation
4. Confidentiality and protection
5. Time-bound, transparent and accountable actions

Gender-based violence is a serious problem that affects women and people who suffer from violence and harassment in our patriarchal, capitalist societies. This framework incorporates learning on the effects of violence and harassment in our communities.

Gender violence refers to a whole range of acts and practices that violate women’s physical and psychological autonomy and restrict their space and their capacity for self-determination. It is a form of violations of human rights.

Gender violence can manifest as violence and harassment occurring in the workplace, within families, in educational institutions, or with friends and family members. It can also include violence and harassment occurring in public spaces, such as streets and public transport. It is important to note that gender violence can occur in any context and at any time.

This framework incorporates learning on the effects of gender violence in our communities.

WHAT CAN MY ORGANISATION DO TO PREVENT VIOLENCE?

For a deeper understanding of our gender justice analysis and anti-harassment, in your organisation  or the taboo nature of the procedures, we suggest the following:

1. Build an understanding of your gender, cultural and national context. What gender or cultural norms might be privileging or oppressing the organisation? Is there a gender analysis of the organisation’s internal and external processes?
2. Actively plan and work towards dismantling patriarchal stereotypes.
3. Encourage women staff, volunteers and activists to take part in feminist or women’s movements. Our struggles are collective and cross-cutting.

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