



We build strong **PEOPLE**
strong **FAMILIES** strong **COMMUNITIES**

YMCA of Geelong

Gender Equity Policy

The YMCA of Geelong aims to provide an environment where all children realise their full potential regardless of gender. To provide gender equity practices and programs, we embrace the principle that all persons are of equal value and have the right to equality of treatment and opportunity.

As children are exposed to gender equity issues through society and the media, it is vital that we help them to understand the world that they live in and that they realise they have the opportunity to engage in all activities throughout life regardless of their gender.

At the YMCA of Geelong, we implement socially just practices in relation to gender by:

- Regarding all children as individuals and providing equal opportunities for boys and girls.
- Being aware of the way we treat individual children in regard to language, attitudes, assumptions and expectations.
- Including positive experiences for all children in day to day programs, which are not based on sex role stereotypes.
- Utilising resource materials that challenge traditional sex stereotypes.
- Making all resources available to all children through a program which allows children to select their own activities.
- Encouraging children to treat, respect and play with other children happily, regardless of sex or culture.
- Allocating staff time and interactions equally and fairly amongst both sexes.
- Providing male and female role models by involving community members of both sexes in the program.
- Using non-bias language when interacting with boys and girls.
- Encouraging children to participate in activities traditionally dominated by one sex and assist them in their interactions.
- Actively modelling respect and healthy assertiveness in both sexes.
- Encouraging friendships between children of the opposite sex.