



EMPOWERMENT OF WOMEN AT ALL LEVELS POLICY

Policy number	GO 50
Subject	Inclusion and Empowerment of Women at All Levels
Policy	<p>Girl Guides Victoria as part of Girl Guides Australia is a member of a worldwide voluntary organisation which promotes and encourages the development of girls and women at all levels.</p> <p>Equal Opportunity:</p> <ol style="list-style-type: none">1. Girl Guides Victoria is committed to the principles of equal opportunity.2. Members and employees are not to be discriminated against on the grounds of personal characteristics, including age (with the exception of the minimum age requirement as found in the Girl Guides Victoria Constitution), race, religious or political beliefs, marital status, family commitments or physical intellectual or physiological impairment.3. Girl Guides Victoria expects all members to acknowledge spiritual principles and respect the special requirements of the faith to which any member belongs, and take these into account when planning activities.4. Girl Guides Victoria expects every member to develop her cultural identity without prejudice or disadvantage.5. Considering the best interests of the Girl, individuals should have the opportunity to progress to the extent of their ability6. Selection of individuals for appointments, employment, training or personal development, should be on the basis of merit according to the applicant's relevant skills, qualifications and experience. <p>Women Accepted at All Levels:</p> <p>Girl Guides Victoria recognises the importance of women in society and is committed to enhancing their status. Guiding should offer women the opportunity for self-development and personal growth through participation in a variety of skills, leadership and training opportunities.</p> <p>Girl Guides Victoria encourages women to have a voice and advocate for the issues that affect them.</p>



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	<ol style="list-style-type: none"> 1. Guiding should give girls the opportunity to participate in decision making in their Unit activities. Girls should be encouraged to participate in decision making and to express their views and opinions at all times. 2. Young women in Guiding should be involved in making decisions about the management and programs of Girl Guides Victoria and accept responsibility for these decisions as appropriate to their age group. 3. Young women should be involved in policy decision-making through local, State and national youth forums, committees and panels. They should also comprise part of Girl Guides Australia delegations to international forums.
Principles	N/A
Definitions	Young women are defined as those women under 30 years of age.
Procedures under this policy	N/A
Related policies	GO-46 Diversity and Inclusion

Version Information

Version Number	Content Updated	Person Responsible	Date Updated
2.0	GGA policy amalgamation (GO51, GO52, GO53, GO55 and GO57 combined with GO50 as a single GGV policy) New policy formatting Version Control section added		February 2020
1.1	GO50		June 2015
1.0	GO50 (formerly GO61)		April 2007