

## GENDER POLICY FOR LA SENTINELLE GROUP

### AIM

This policy aims to ensure gender balance and sensitivity in the newsroom, editorial and programme content, programming and marketing strategies of the group to correct imbalances where applicable, at all levels.

### GENDER POLICY FRAMEWORK

The guiding frameworks for this policy are the Convention for the Elimination of All Forms of Discrimination Against Women; the Beijing Platform for Action, the SADC Declaration on Gender and Development; the National Gender Policy; and the Constitution of Mauritius.

The key principles enunciated in these instruments are:

- Equality between women and men;
- Recognition of differences and inequalities among men women;
- Women's rights are gender and equal opportunity rights;
- Gender equality also involves changing the attitudes of men and engaging men as partners and vice versa;
- Women are entitled to have the right to security and to make decisions over their own bodies, including their reproductive rights;
- Mainstreaming gender equality involves ensuring that gender is incorporated into all policies, programmes, and services of the Group.

Gender is intrinsic to all the core ethical principles of journalism that include:

#### **Seek truth and report it as fully as possible**

- Inform yourself continuously
- Be honest, fair and courageous
- Give voice to the voiceless
- Hold the powerful accountable

#### **Act independently;**

- Guard the role of a free and responsible press in an open society
- Seek out and disseminate competing perspectives
- Refrain from associations and activities that may compromise your integrity/damage your credibility
- Individual responsibility/collaborative effort

#### **Minimise harm**

- Compassion for those affected by your actions
- Treat sources, subjects and colleagues as human beings deserving of respect

## **GENDER POLICY FOR LA SENTINELLE GROUP**

- Balance harm and discomfort with alternatives that maximise the goal of truth telling.