

Title	Gender Diversity Policy
Purpose	The purpose of the Gender Diversity Policy is to provide clarity on the client groups we work with and procedures for ensuring we offer a safe service to member of gender diverse communities
Managed by	Governance group and Manager
Audience	Governance group, all staff members, clients
Adoption date	November 2012
Review date	Redrafted April 2015

1) Guiding statement

WRC is committed to providing a safe service for survivors who are gender diverse and their loved ones.

We recognise that people from gender minority communities may find accessing services harder and experience a higher rate of rape and sexual assault than those who aren't. Therefore we need to insure our services are safe and accessible for people from Gender Diverse communities.

2) Service Provision Policy

- a) *Survivors*: WRC provides free social work support, advocacy and counselling to all women and gender diverse survivors. We work on the principle of self-identification, anyone who identifies as being from these groups can access WRC services.
- b) *Support people of survivors*: WRC provides free social work support but not counselling to support people of survivors, this may include men (partners, parents etc).
- c) *Training/skills*: Services staff will keep abreast of literature, conversation and evolution of terminology and ideas coming from gender minority communities and seek additional training as needed. WRC will aim to have at least one staff member at all times that has strong experience or knowledge in working with gender diverse survivors but recognises that in a small team this may not always be possible.
- d) *Referral*: Services staff be upfront with people about their level of experience or knowledge in working with gender diverse survivors, where this is appropriate, and may discuss referral to another staff member or another organisation with the client, allowing them to choose the best option for them.
- e) *Access*: We have a general waiting room for clients at Wellington Rape Crisis but all clients are offered the option of waiting in a private space if they would prefer.

3) Policy for WRC membership

- a) Only women and gender minorities can be full members of WRC, this is based purely on a self-identification basis.
- b) Cis men can be associate members of WRC which gives access to events and meetings but does not include full voting rights.