



SanAstra Gender Equality Plan (GEP)

Public Declaration

This Gender Equality Plan is a formal commitment by SanAstra to foster an inclusive and equitable environment. Because our organization operates without paid staff, this plan applies to our Board members, volunteers, and our external project operations. This document has been approved by our Board, and is publicly available on our website.

Approved by: Dr. Eva Turk, President of the Board

Date: 20.3.2026

Signature:

A handwritten signature in black ink, appearing to read "Eva Turk", is written over a light blue horizontal line.

1. Dedicated Resources

SanAstra commits dedicated resources to the implementation of this plan. We have formally appointed a specific Board Member, Dr. Yvonne Prinzellner, as our Gender Equality Officer. They will dedicate a portion of their volunteer hours to oversee, implement, and monitor our gender equality commitments.

2. Data Collection and Monitoring

SanAstra commits to collecting and analyzing sex-disaggregated data. Annually, we will review the gender breakdown of our Board, our active volunteers, and our project beneficiaries. This data will be used to monitor representation, identify any imbalances, and inform future board recruitment and project design.

3. Training and Capacity Building

SanAstra requires all Board Members to undergo mandatory awareness training on gender equality and unconscious bias. This training must be completed within the first three months of joining the Board and refreshed periodically. (We utilize certified, free online courses to fulfill this requirement).

4. Required Thematic Commitments

To support our gender equality goals, SanAstra actively commits to the following foundational practices:

Board Recruitment & Leadership: We use gender-neutral language when recruiting new board members or volunteers, and we actively strive for gender balance within the Board of Directors itself.

Flexible Participation: We schedule board meetings and volunteer activities at times that accommodate the caregiving responsibilities and professional lives of our members.

Safe Environment: We maintain a strict, zero-tolerance policy against gender-based violence, sexual harassment, and discrimination for all board members, volunteers, and project participants.

Project Integration: We explicitly consider the different needs and potential impacts on men, women, and marginalized genders when designing, proposing, and implementing SanAstra's external projects.