

Nondiscrimination Policy of Fundación Paraguaya

Objective: To provide a nondiscrimination policy in all of Fundación Paraguaya.

1. Fundación Paraguaya looks eradicate any kind of discrimination toward people and to contribute to creating an environment of inclusion and coexistent harmony in the country. It therefore proposes its staff to adhere to this policy against discrimination in all of its forms.
2. This policy will be included as part of the on-boarding program of new staff as well as the Internal Training System.
3. When defining position profiles and the recruitment of new staff, the following characteristics will not be taken into account: different abilities, gender, age, religion, ethnicity, sexual orientation, and political affinities. At the same time including these characteristics in personnel search publications will be avoided.
4. Differences in salaries will not be established for persons with different physical abilities or for women. Differences in sex and age will not be taken into account when deciding a promotion.
5. Fundación Paraguaya will look to establish equilibrium in the number of men and women in its general staff. It will also promote greater participation of women on the Board of Directors.
6. Fundación Paraguaya will establish a plan to facilitate accessibility to its programs in all of its offices and would accommodate people with physical handicaps with special ramps, doors, documentations, advertising, etc., based on the recommendations of Parigual (decree 1098/98) of the removal of architectural barriers and the promotion of accessibility for persons with physical and sensory disabilities as well as the elderly. Also to the extent possible, in all its offices Fundación Paraguaya will provide bathrooms with adequate elements for these persons. It will see that the entrances to the conference and meeting rooms will comply with the mentioned recommendations. National Constitution 1992, art. 6, 58 y 88. – Assumption of Municipal Ordinance, title VII, of the adaptations for the physically impaired.
7. Fundación Paraguaya will ensure that there is at least one person in each office who is trained in sign language in order to communicate with people who are deaf or hard of hearing. The Organizational Development Management will be in charge of managing the courses.
8. For public events, a sign language interpreter can be sought out for conferences and presentations, and broadcasted material can be adapted into Braille writing to be made accessible for the blind.
9. All humorous or serious comments about physical characteristics, different abilities, sexual orientation, gender, religion or political affiliation made by officials or co-workers, clients, program participants, or people that visit the offices of Fundación Paraguaya can be taken as forms of discrimination, and are therefore asked to refrain from doing so even if these persons are not present.
10. Any client, worker, or person close to Fundación Paraguaya can make a written or in person complaint to Human Resources Management in the case of knowing or having been an object of discrimination by anyone, which will be investigated and appropriate sanctions be imposed.