**HUMANITY**

***The International Red Cross and Red Crescent Movement, born of a desire to bring assistance without discrimination to the wounded on the battlefield, endeavours, in its international and national capacity, to prevent and alleviate human suffering wherever it may be found. Its purpose is to protect life and health and to ensure respect for the human being. It promotes mutual understanding, friendship, cooperation and lasting peace amongst all peoples.***

**Gender and Diversity – and Humanity**

A country in your region has recently experienced a devastating typhoon and you have been deployed as part of the international response team. Following a rapid assessment, you have received a large consignment of food, which you are going to distribute in a large make-shift camp in the middle of a once densely-populated urban area. When you reach the site, there are hundreds and hundreds of people, most of them young men, waiting to rush the trucks to get food packages. It is a chaotic scene as the team throws food out the back of the truck.

Bearing in mind the Fundamental Principle of Humanity but also the principles of gender equity and respect for diversity, in your opinion, is this action acceptable or unacceptable?

**NOTES:**

**IMPARTIALITY**

***The Movement makes no discrimination as to nationality, race, religious beliefs, class or political opinions. It endeavours to relieve the suffering of individuals, being guided solely by their needs, and to give priority to the most urgent cases of distress.***

**Gender and Diversity – and Impartiality**

In a large displacement camp, rough estimates suggest that approximately 80% of the population is made up of women and children. In the design of the camp facilities, including the site layout and the design and location of latrines and wash areas, an all-male team from the National Society has consulted with the male elders of the camp.

In your opinion, does such action breach the principle of Impartiality? If so, why? And, what steps should be taken?

**NOTES:**

**NEUTRALITY**

***In order to continue to enjoy the confidence of all, the Movement may not take sides in hostilities or engage at any time in controversies of a political, racial, religious or ideological nature.***

**Gender and Diversity – and Neutrality**

During a media interview, the leader of a National Society says that “sexual and gender-based violence, which is occurring in elevated rates during this crisis, is a crime against humanity. The Red Cross condemns this crime and it must stop”.

In your opinion, does such action breach the principle of Neutrality? If so, what might the leader have said that addresses the topic but which does not breach the principle?

**NOTES:**

**INDEPENDENCE**

***The Movement is independent. The National Societies, while auxiliaries in the humanitarian services of their governments and subject to the laws of their respective countries, must always maintain their autonomy so that they may be able at all times to act in accordance with the principles of the Movement.***

**Gender and Diversity – and Independence**

In this country, the National Assembly has just voted to exclude sexual orientation from the discrimination clause of the Constitution, thereby removing constitutional protection for homosexuals.

Discrimination is banned based on "race, gender, marital status, ethnic origin, economic or social status, belief or ideology, politics, religion, education and mental or physical condition".

The local Red Cross Red Crescent Society is one of the most active implementing organisations working on the national HIV/AIDS Programme led by the Ministry of Health. The Program includes a list of “most at-risk groups” as: transport workers, men with multiple partners, female sex workers and their clients.

There is no mention of homosexual men or men who have sex with men, although this group is at risk.

The National Society reflects the national discrimination criteria in its advertisement and vacancy notice for a HIV /AIDS outreach worker to work with the Disaster Health and Disaster Management Unit, stating that a qualified application from a person in the at risk population will be prioritised.

In your opinion, does the wording in the advertisement affect the National Society’s independence? What other information would you need to understand whether this action breaches the principle of Independence?

**NOTES:**

**VOLUNTARY SERVICE**

***The Movement is a voluntary relief movement not prompted in any manner by desire for gain.***

**Gender and Diversity – and Voluntary Service**

You are working as an international delegate for your National Society in response to a typhoon that devastated an impoverished region of a developing country. In a displacement camp set up to accommodate about 10,000 people, there is a team of volunteers from the local National Society. During a distribution of food, you notice that one of the volunteers gave extra food to some young women in the queue and later you see the same male volunteer with the women in a local bar.

Do you think the volunteer’s action are cause for concern? Do you think that he could be abusing his position of relative power and, therefore, the principle of Voluntary Service? What, if any, action would you take?

**NOTES:**

**UNITY**

***There can be only one Red Cross or one Red Crescent Society in any one country. It must be open to all. It must carry on its humanitarian work throughout its territory.***

**Gender and Diversity – and Unity**

In recent years, a particular region of country has seen increasing sectarian violence and tension between the main religious group (75% of the population) and a minority religious group (25% of the population). The regional branch of the Red Cross Red Crescent is recruiting volunteers to respond to increasing humanitarian needs as a result of the violence. A quick analysis of the figures of newly-recruited volunteers shows that all of them are male and all are from the main religious group.

What implications, if any, would this have in the effectiveness of humanitarian operations? What steps could be taken by the National Society to enhance operations?

**NOTES:**

**UNIVERSALITY**

***The International Red Cross and Red Crescent Movement, in which all Societies have equal status and share equal responsibilities and duties in helping each other, is worldwide.***

**Gender and Diversity – and Universality**

A partner National Society from northern Europe has a gender and diversity policy that includes explicit references to working with and addressing the needs of people with a disability and minority groups, especially in times of crises when their vulnerability may be amplified. This partner National Society is supporting a National Society in a country that does not have a policy on any aspects of gender or diversity. The disaster management team leader advises the partner National Society that their position is “incompatible” with its own approach of addressing gender, which they understand to be women’s needs only.

In your opinion, what, if any, implications does this situation have for the principle of Universality? If so, what action, if any, do you think the National Societies might take?

**NOTES:**