

Policy Recommendations from Participants in J-FLAG's Public Policy Training Programme for Women

On Improving Access to Justice for LGBT People

The Police Diversity Policy of the Jamaica Constabulary Force 'prohibits discrimination and establishes specific protections on the grounds of sexual orientation, as well as religion, ethnicity, class, colour, creed or political ideology...and any other feature that adds variety to mainstream society.'

In furtherance of this WE Recommend:

- ❖ Human rights sensitisation for all members of the JCF, and all categories of judicial staff;
- ❖ The inclusion of human rights and diversity training as part of the JCF curriculum;
- ❖ Creating a monitoring and evaluation framework for the Police Diversity Policy to ensure its use and effectiveness;
- ❖ Launching a public awareness campaign on human rights and diversity to reshape our attitude as a nation towards diverse populations.



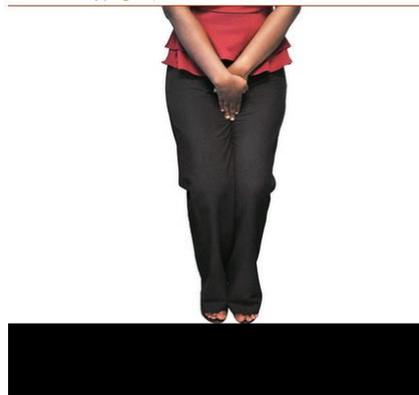
On Sexual Harassment

Article 2F of the Convention on the Elimination of Discrimination against Women [CEDAW] charges governments to 'take all appropriate measures, including legislation to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women.'

In furtherance of this WE Recommend:

My Vagina Isn't Public Property

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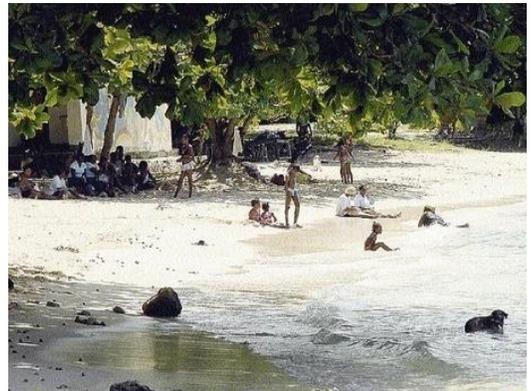
- ❖ Gender sensitisation and mainstreaming in all schools at all levels of education via the school curriculum, and in workplace policies at all public agencies and organisations;
- ❖ That the government treats with, as a matter of urgency the enactment of Anti-Sexual Harassment Legislation bearing gender neutral language to provide redress for persons who experience same-sex sexual harassment;
- ❖ As a matter of workplace policy, provide offsite support for persons who experience sexual harassment at their place of work and their institution of study.

On Beach Control

'Development in harmony with the natural environment is one of the four areas of focus in Jamaica's National Development Plan dubbed Vision 2030.'

In furtherance of this WE Recommend:

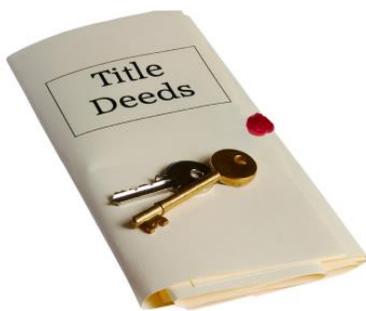
- ❖ Increasing the penalties paid under aged environmental laws such as the Fishing Industry Act, the Beach Control Act, and the Natural Resources Conservation Authority Act to reduce offences against the natural environment;
- ❖ Creating regulations that provide adequate infrastructure that grants equal access of beaches to the elderly and persons with disabilities;
- ❖ Launching a public education campaign on sustainable development to reshape attitudes towards the natural environment;
- ❖ Conducting a comprehensive audit of all environmental laws to measure their effectiveness, and strengthen monitoring and evaluation mechanisms to ensure greater compliance;
- ❖ Providing environmentally sound and adequate waste management services on every beach in Jamaica.



On Improving Social Security for Women and Minority Populations

Article 22 of the Universal Declaration of Human Rights affirms that 'everyone, as a member of society, has the right to social security and is entitled to realization, through national effort and international co-operation and in accordance with the organization and resources of each State, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.'

In furtherance of this WE Recommend:



- ❖ The implementation of a Women's Real Estate Policy to govern and secure the rights of women regarding the ownership of, and access to land and housing to increase from 2% to 20% land ownership by women in Jamaica;
- ❖ Reduction of interest rates on loans for women accessing ownership of, or interest in land specifically for business/commercial purposes;
- ❖ Removal of all legal provisions that act as barriers to women's right to privacy and non-discriminatory healthcare;
- ❖ Auditing public health sites to ascertain whether and to what extent discrimination based on gender and sexual orientation exists, and take subsequent action to reduce and eliminate same.