

Appendix II.2 Action Plan Institutions

Date _____ / _____ /20__

Institution _____

Health Clinic _____

	Standard	Activities	Person(s) Responsible	Date	Resources
I	Institutional Policies and Practices				
I.1	There is a statement that promotes women's empowerment.				
I.2	There is a statement that prohibits gender-based discrimination in the organization.				
I.3	There is a statement that prohibits gender-based discrimination in personnel promotion and remuneration.				
I.4	There is a statement that prohibits the abuse of power in the workplace.				

Standard		Activities	Person(s) Responsible	Date	Resources
I.5	At least 80 percent of personnel feel that the institution's director or manager is receptive to their opinions and suggestions.				
I.6	At least 80 percent of personnel feel that their recommendations or suggestions are put into practice.				
I.7	At least 80 percent of personnel feel motivated to give opinions and make suggestions.				
I.8	At least 80 percent of personnel feel that the institution promotes an environment of cooperation and teamwork.				
I.9	At least 80 percent of personnel feel that the institution understands if an employee must leave work for family reasons.				
I.10	Less than 20 percent of personnel feel that a particular gender is given preferential treatment.				
I.11	At least 50 percent of sexual and reproductive health consultations are provided to couples.				

Standard		Activities	Person(s) Responsible	Date	Resources
I.12	There is a statement that establishes the delivery of counseling services as a routine procedure.				
I.13	There are no reproductive health services that require the partner's consent.				
I.14	There is a range of contraceptive methods available, according to the family planning norms established by the institution for each type of clinic.				
III	Provider and Personnel Knowledge				
III.1	At least 80 percent of providers and other personnel know the definition of sexual and reproductive health.				
III.2	At least 80 percent of personnel know what contraceptive methods are provided in the clinic.				
III.3	At least 80 percent of personnel know the definition of gender as a social construction.				
V	Personnel Satisfaction				

Standard		Activities	Person(s) Responsible	Date	Resources
V.2	The institution is clean and comfortable.				
VI	Use of Gender-Sensitive Language				
VI.1	The clinic's staff uses nondiscriminatory language with clients.				
VI.2	The clinic's staff uses gender-neutral language.				
VII	Information, Education, and Communication (IEC) and Training				
VII.1	There are IEC and training materials with information on sexual and reproductive rights, clients' rights, and women's rights.				
VII.2	There are IEC and training materials with information on sexual and reproductive health issues.				