

Standards		1	2	5	Has the standard been met?
		Review of Documents	Observation of General Conditions	Personnel Interviews	
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.				
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.				
III	Personnel Knowledge				

III.1	At least 80 percent of providers and other personnel know the definition of sexual and reproductive health.				
III.3	At least 80 percent of personnel know the definition of gender as a social construction.				
V	Personnel Satisfaction				
V.2	The institution is clean and comfortable.				
Standards		1	2	5	Has the standard been met?
		Review of Documents	Observation of General Conditions	Personnel Interviews	
VI	Use of Gender-Sensitive Language				
VI.1	The staff uses nondiscriminatory language with clients.				
VI.2	The 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.				
Number of standards met:					
<i>Previous total divided by</i>					<i>1 off to 2nd decimal point:</i>
Previous total multiplied by 100:					
Percentages greater than or equal to 80 percent pass					