

TECHNICAL SECRETARIAT
OF GENDER EQUALITY
AND NON-DISCRIMINATION
OF THE SUPREME COURT
OF CHILE

Brief and list of resources and
publications

Gender Equality and Non-Discrimination Policy of the Supreme Court of Chile

Approved in February 2028. The Policy is a framework that outlines the necessary actions to incorporate a gender and human rights perspective into all aspects of the Judiciary's work. This means that the institution's services, in all areas, phases, and levels, must take into account the different situations that people experience and the different roles they play, regardless of their sex, age, or other status, in order to identify and address gaps and ensure that their actions do not perpetuate existing inequalities and discrimination that hinder effective access to justice.

The Policy's **purpose** is to promote gender equality and non-discrimination in all aspects of the Judiciary's work, including the care of users and the exercise of jurisdictional functions. This will help to guarantee effective access to justice for all people, regardless of their gender, and to establish egalitarian relations within the Judiciary.

The Policy establishes two **areas of action**:

- **Internal scope:** This includes all actions that promote egalitarian work environments free of violence and discrimination within the Judiciary.
- **External sphere:** This refers to the development of policies and actions aimed at guaranteeing equality and non-discrimination for all people in access to justice.

The Policy is based on five **guiding principles**: Gender Equality; Non-gender discrimination; Gender approach in access to justice; Non-gender violence; Participation and inclusion.

The Policy is structured on the basis of **four strategic axes**:

1. **Non-gender discrimination:** This axis aims to eliminate discrimination against women and men in all aspects of the Judiciary's work.
2. **Gender approach in access to justice:** This axis aims to ensure that the Judiciary takes into account the different experiences of women and men when providing access to justice.
3. **No gender violence:** This axis aims to prevent and eradicate gender-based violence in all aspects of the Judiciary's work.
4. **Training:** This axis aims to ensure that all members of the Judiciary are trained in gender equality and non-discrimination.

Technical Secretariat for Gender Equality and Non-Discrimination of the Supreme Court of Chile

In July 2016, the Plenary of the Chilean Supreme Court approved the creation of the Technical Secretariat for Gender Equality and Non-Discrimination in the judicial branch, reporting directly to the President of the Supreme Court, through Justice Andrea Muñoz Sanchez, in charge of gender affairs of the same Court. The Technical Secretariat is conceived as an office of a strategic nature, whose main goal is to operationalize the Gender Policy of the institution approved in February 2018.

The **mission** of the Secretariat is to promote gender equality and non-discrimination in the Chilean Judiciary, through actions that guarantee effective access to justice for all and that allow the establishment of equal relations between all members of the Judiciary; and the **vision** for its part is, to be recognized as the leading institution in the Chilean Judiciary in promoting gender equality and non-discrimination. The Secretariat is guided by the following **values**:

- **Commitment to respect, guarantee and promote human rights:** The Secretariat is committed to respecting the human rights of all people, regardless of their gender, race, ethnicity, religion, sexual orientation, or any other personal characteristic. The Secretariat also works to guarantee the rights of all people, and to promote a culture of respect for human rights within the institution.
- **Promotion of institutional culture change:** The Secretariat is committed to promoting a culture of change within the institution. This means working to create an environment where everyone feels respected, valued, and included. The Secretariat also works to promote a culture of openness, transparency, and accountability.
- **Commitment to collaboration, participation and inclusion:** The Secretariat is committed to collaboration, participation and inclusion. This means working with all stakeholders, including judges, lawyers, staff, and the public, to promote gender equality and prevent discrimination. The Secretariat also works to ensure that everyone has a voice in the decision-making process, and that everyone's contributions are valued.

The Secretariat is responsible for the following **functions**:

- Raising AWARENESS regarding gender equality and non-discrimination among members of the Judiciary, with special emphasis on the judiciary.
 - Conduct STUDIES and RESEARCH to deepen the institution's understanding of gender equality and non-discrimination and track the progress.
 - Create and implement COMMUNICATION and DISSEMINATION strategies for the activities.
 - Build PARTNERSHIPS with other stakeholders to mainstream gender in the judicial system.
 - Implement EVALUATION and FOLLOW-UP mechanisms in order to monitor, make strategic decisions, provide feedback, among others.
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Composition

The Secretariat is currently made up of five people who work directly in the office:

- María Soledad Granados Zambrano, Technical Secretary (lawyer).
- Ximena Vera Véliz, Technical Coordinator (sociologist). *She is currently on maternity leave, and the sociologist Cristóbal Contreras is filling in for her.
- Diana Maquilón Tamayo, Legal Coordinator (lawyer).
- Nicolás Rodríguez Ruiz, Web Page Manager (designer)
- Cristián Aguirre Toledo, Administrative (industrial civil engineer)

Location

The Technical Secretariat for Gender Equality and Non-Discrimination is located at Compañía 1213, 1th floor.

Website secretariadegenero.pjud.cl

E-mail secretaria_genero@pjud.cl

Gender and Non-Discrimination Institutional Structure of the Chilean Judiciary



Approved on 2019 by the Supreme Court, the Institutional Structure is made up of:

Gender Committees of the Courts of Appeals: There are 17 Committees, one in each Court of Appeals. They articulate and facilitate at local level the actions to mainstream gender in the judiciary within the framework of the Gender Policy. Each committee is made up of: i) Court of Appeals Minister ii) Zonal Administrator, iii) Representatives of all regional labor associations (judges, professionals, employees and family court advisers).

Advisory Council for Gender Equality and Non-Discrimination: The purpose of the advisory body is to: i) Propose strategies to promote the implementation of the Gender Policy; ii) Ensure the mainstreaming of the gender perspective within the Institution; and iii) Collaborate in the planning of actions related to the implementation, monitoring and evaluation of the Gender Policy. It is made up of the Justice in charge of gender affairs, representatives of the Administrative Corporation of the Judiciary, the Judicial Academy, three Appeals Court Ministers from the northern, central and southern zones, representatives of the four labor associations (judges, professionals, employees and family court advisers) and of the association of women judges.

List of resources and publications

DIGITAL RESOURCES

- Repository of judgments with a gender perspective:
(<http://secretariadegenero.pjud.cl/index.php/repositorio>)
- Statistics of sexual harassment cases:
(<http://secretariadegenero.pjud.cl/index.php/estadisticas-sobre-investigaciones-disciplinarias-por-acoso-sexual>)
- Rulings on sexual harassment: (<http://secretariadegenero.pjud.cl/index.php/publicacion-de-fallos-emitidos>)
- Statistics of men and women in the institution:
(<http://secretariadegenero.pjud.cl/index.php/mujeres-y-hombres-en-numeros-en-el-poder-judicial>)
- Study: Access to justice for LGBTI people
<http://secretariadegenero.pjud.cl/index.php/estudio-lgbti>
- Study: Conditions of gender in mobility and promotions to higher-ranking positions in the Judiciary: (<http://secretariadegenero.pjud.cl/index.php/estudios/estudios/2-contenido/210-condicionantes>)
- Study: Access to justice for women victims of violence who are users of the Judiciary:
(<http://secretariadegenero.pjud.cl/index.php/estudio-acceso-a-la-justicia-vcvm>)
- Study: Improvement of data recording systems on violence against women, for statistical purposes: (<http://secretariadegenero.pjud.cl/index.php/estudios/estudios/9-contenido/proyectos/119-mejora-de-los-sistemas-de-registro-de-datos-sobre-violencia-en-contra-de-las-mujeres-con-fines-estadisticos>)
- Study on the situation of maternity/paternity protection within the Judiciary:
(<http://secretariadegenero.pjud.cl/index.php/estudios/estudios/9-contenido/proyectos/23-estudio-proteccion-maternidad-paternidad>)
- Diagnostic Study of the Gender Perspective:
(<http://secretariadegenero.pjud.cl/index.php/estudios/estudios/19-recursos/datos-y-estadisticas/28-estudio-genero-poder-judicial-chile>)

BOOKS

- Book Diagnostic Study on gender perspective in the Judiciary - 2015-2016:
(http://secretariadegenero.pjud.cl/images/documentos/Estudio_Igualdad_de_Genero_y_No_Discriminacion_Final.pdf)

- Gender Equality and Non-Discrimination Policy of the Judiciary:
(http://secretariadegenero.pjud.cl/images/documentos/digitalpignd_10072018.pdf)
- Good Practices Notebook to incorporate the gender perspective in sentences:
(http://secretariadegenero.pjud.cl/images/stignd/CBP/CBP_30052019_HR1.1.pdf)
- Non-sexist and inclusive language manual:
(http://secretariadegenero.pjud.cl/images/stignd/proyectos/ManualLenguajeInclusivo/ManualLenguajeInclusivo_PJUD2021.pdf)
- Justice with a gender perspective, NRO edition. 01:
(<http://secretariadegenero.pjud.cl/images/stignd/proyectos/revistaJusticiaPerspectiva/RevistaJusiticaconPerspectivadeGenero.pdf>)
- Justice with a gender perspective, NRO edition. 02:
(http://secretariadegenero.pjud.cl/images/stignd/proyectos/revistaJusticiaPerspectiva/revista02/RevistaJusticiaPerspectivaGenero_00032022.pdf)

VIDEOS

The Technical Secretariat for Gender Equality and Non Discrimination has developed a series of audiovisual resources that can be reviewed and downloaded on the website
<http://secretariadegenero.pjud.cl/index.php/galeria-audiovisual>