

DPU launches gender equality and women's protection initiatives during CSDPU session

Initiatives include the creation of a reporting channel, harassment response manuals and adherence to an international seal; event concludes the "DPU Por Elas" (DPU for Women) project, launched during Women's month.

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Brasília - The Federal Public Defenders' Office (DPU) held an extraordinary session of its Superior Council (CSDPU) this Wednesday (19) in honor of the Women's Month. The meeting marked the conclusion of the project "DPU Por Elas: Igualdade e Respeito" (DPU for Women: Equality and Respect), launched on March 8, and reinforced the institution's commitment to policies promoting equity and safety for women.

During the session, various institutional initiatives and programs aimed at protecting and valuing women in the workplace were presented and formalized. Among the key actions is the Ordinance establishing a support channel for women victims of harassment within the DPU, as well as the publication of technical manuals, adherence to the UNDP Gender Equality Seal, and the release of a 'DPU in Numbers' report on female participation within the institution.

The federal public defender-general Leonardo Magalhães handed over the presidency of the session to the DPU's Inspector General, Flávia Borges Margi, symbolizing the importance of female representation in institutional decision-making. In her speech, Flávia highlighted the event as a milestone in the defense of women's rights,

emphasizing the DPU's commitment to eradicating gender-based violence and promoting a more equal society.

"The Council meets today not only to celebrate Women's Month, but to reaffirm our unwavering commitment to the fight for gender equality and justice for all women. As a feminist and human rights advocate, it is essential to recognize the fundamental role that the DPU plays in protecting and promoting women's rights. We will continue to work to eradicate gender-based violence and discrimination while fostering a more just and equal society," says Flávia Borges Margi.

Magalhães emphasized the need for concrete transformation to ensure effective rights to women within the institution. "The realization of these rights requires a systemic, strategic, transformative, and specialized approach. The DPU has consolidated its role within the Brazilian justice system. Our institution has embraced this imperative, as it is not merely an ideological choice but an ethical commitment to upholding the principles of dignity, substantive equality and our mission to promote and protect human rights," he said.

ONGOING COMMITMENT

The DPU's commitment to promoting gender equality and combating moral and sexual harassment extends beyond the completion of the DPU Por Elas project. The institution will maintain an ongoing and comprehensive campaign, both internally and externally, with the support of the Communication Advisory Office (ASCOM), reinforcing the need to address these issues in a permanent and structured manner.

Internally, the DPU will continue to provide training sessions, educational materials and support channels to ensure a safe and respectful work environment for all women. Externally, the institution will remain committed to raising public awareness, bringing this agenda to communities, government spheres, and society in general through continuous and assertive communication efforts.

Check out the main achievements of the project "DPU for Women: Equality and Respect".

Signing of the National Manifesto of Public Men for the End of Violence Against Women: Federal Public Defender-General Leonardo Magalhães and the President of the National Supply Company (Conab), Edegar Pretto, signed the manifesto. In the document, both of them express their unconditional support for victims of violence and commit to promoting concrete actions to address this issue. The initiative is part of the global HeForShe movement and is supported of the Ministry of Women, UN Women and Conab, among other institutions. The objective is to encourage men in public positions to adopt measures that contribute to reducing gender-based violence.

Adherence to the UNDP Gender Equality Seal for Public Institutions: The DPU has joined the UNDP Gender Equality Seal for Public Institutions, reaffirming its commitment to gender equity. This initiative aims to strengthen internal policies to increase women's representation in leadership positions, foster more inclusive work environments, and implement concrete actions to reduce inequalities within the institution. By adhering to this seal, the DPU formally commits to adopting best practices aligned with the principles of equality and respect in the public sector.

Creation of a Support Channel for Harassment Victims: Public Defender-General Leonardo Magalhães signed an ordinance establishing an exclusive channel to receive

complaints of harassment within the DPU. The initiative will serve public defenders, public servants, interns, and other collaborators of the institution.

The channel will provide a safe and confidential space to welcome victims of harassment, discrimination and political violence within the institution. Assistance will be offered by trained psychologists and social workers, ensuring respect for the privacy of those seeking support.

The services can be requested by email (acolhimentodpu@dpu.def.br) and will be available Monday to Friday, from 9 am to 6 pm. In addition to providing assistance to victims, the initiative aims to guide them on their rights and the institutional measures available.

Release of the Executive Summary on Activities of the Program for Combating Gender-Based Political Violence in the 2024 elections: The DPU presented an [executive summary](#) outlining the actions and outcomes of the program to combat gender-based political violence in the 2024 elections. The document highlights the activities carried out, the developed products, and the impact of these efforts in strengthening women's participation in politics.

As part of this effort, [informational materials](#) were prepared, including:

- [Informational Brochure for Voters and Citizens](#): It addresses the importance of combating gender-based political violence for democracy, explains the concept, and provides details on available reporting channels.

- [Booklet for Female Candidates and Elected Officials](#): Provides guidance to help women identify different forms of political violence, understand how to address them, and learn about available reporting and remediation mechanisms.

- [Handbook for Public Defenders](#): Designed for both internal and general audiences, this material explores key concepts of gender-based political violence, analyzes the profiles of victims and perpetrators, and outlines relevant legal frameworks. It also provides guidelines for the DPU's judicial and extrajudicial actions in addressing this form of violence.

[Booklet on moral and sexual harassment](#): Developed by the Office of the Attorney General, this booklet details the different forms of moral and sexual harassment, clarifying their distinctions and providing practical examples. As part of the 'DPU por Elas' campaign, the material serves as an awareness tool to promote a safe and respectful work environment.

[Guidelines for Gender-Sensitive Advocacy](#): The DPU has released a manual to guide public defenders on the importance of incorporating a gender perspective in institutional practices. The document emphasizes the need for equitable and gender-sensitive approaches in public service delivery.

[Report: "DPU in Numbers – Gender Perspective"](#): Developed by Asplan, this report provides a detailed analysis of the participation of men and women in the DPU between 2021 and 2024. It includes data on career composition, leadership positions, participation in training programs, and other indicators related to gender equity within the institution.

[Manual on Special Pensions for Children of femicide victims](#): This document explains the application of Law 14.717/2023, which grants a special pension to children and dependents under 18 years old of women who were victims of femicide. Developed

in partnership with the Women's Working Group (GT Mulheres), the DPU's Chamber for Social Security Coordination and Review (CCR PREV), and the National Human Rights Defender Carolina Castelliano, the guide is based on the Inter-American Convention on the Prevention, Punishment, and Eradication of Violence Against Women.

Advisory Office of Social Communication -

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