DECLARATION OF COMMITMENT FOR GENDER EQUALITY

Code of conduct

CEEweb for Biodiversity, located in Katona József str. 35 1/1. Budapest, Hungary) joins this initiative and expresses through this document our interest in the development of tools and practices for ensuring gender equality.

We commit to following this code of conduct that contains the rules regarding the responsibilities and accountabilities. It commits us to take responsibility for ensuring that our work environment and practices contribute to the enforcement of gender equality.

1. No discrimination

No member and employee of CEEweb will discriminate on the basis of nationality, race, ethnicity, colour, religion, gender, age, language, disabilities, sexual orientation, socio-economic status, marital status. Members who exhibit these negative behaviours will be questioned and held accountable for their actions.

2. Create environments of peace and fairness at work

Members and employees of CEEweb dedicate time and effort to work to achieve social justice in their localities and professional settings. We will not tolerate harassment or threats of any kind - verbal, physical, psychological, sexual or visual – jokes or sexist language that makes other people feel unsafe. Organizationally, this implies treating others (women, children, LGBTQI+ persons, disabled persons etc.) as equals in the workplace.

3. Promote gender equality and social justice outside the workplace

Build respectful relationships in the work environment, report violence and injustice, share decision-making, respect human diversity in all its forms and defend human rights in all circumstances.
4. **Prioritize ethical standards, safety and well-being for everyone**

We assume the responsibility of prioritizing at all times to the safety and well-being of all the people involved in our daily work. This involves listening and taking into account the voices and interests of people from our organization and our stakeholders.

5. **Shared responsibility**

CEEweb members and employees are aware that our actions, both positive and negative, reflect our organization and our network as a whole. For this reason, we members work to be accountable for our actions in favour of equality. Accountability implies from directly confronting a colleague who has made a sexist comment, even reporting in meetings with women’s organizations about our actions and their contribution to the goals for equity and social justice.

6. **Ensure transparency**

At CEEweb we assume the commitment to act, both on a personal level and an institutional level, in a transparent, honest, equitable and ethical way in each of our actions, including making public our funding sources, budgets and annual expenses, except in cases when the donor demands to remain anonymous.

7. **Communication and stakeholders**

This policy shall be available publicly and will be communicated to all our stakeholders and interested parties.

*Made under LAB4GE project - Learn abroad to do better at home for Gender Equality, Ref. 2020-1-HU01-KA204-078745*