

Anti-Discrimination and Equal Opportunity Policy NGO “Tribunal”

1. Purpose, Scope, and Legal Basis

- 1.1. This Anti-Discrimination and Equal Opportunity Policy (“Policy”) is adopted and implemented in accordance with the Constitution of Ukraine, the Law of Ukraine *On the Principles of Preventing and Combating Discrimination in Ukraine*, applicable international treaties ratified by Ukraine, and universally recognised international human rights and labour standards.
- 1.2. This Policy governs relations related to the prevention, identification, and elimination of discrimination in the workplace within the activities of NGO “Tribunal”.
- 1.3. The Policy defines discrimination and its forms, establishes the principle of non-discrimination, and sets out procedures for the review and resolution of discrimination-related complaints arising in the context of employment and professional relations.
- 1.4. This Policy applies to all employees, members, experts, interns, volunteers, management staff of NGO “Tribunal”, as well as to job applicants and candidates for vacant positions, regardless of role or seniority.

2. Definitions

For the purposes of this Policy, the following terms shall have the meanings set out below:

- 2.1. **Discrimination.**
Any distinction, exclusion, restriction, or preference based on race, colour, sex, gender, gender identity, sexual orientation, age, disability, health status, genetic characteristics, language, religion or belief, political or other opinion, national, ethnic or social origin, citizenship, family or marital status, caregiving status, economic status, place of residence, or any other characteristic—actual or perceived—which has the purpose or effect of impairing or nullifying the recognition, enjoyment, or exercise of human rights and fundamental freedoms, unless objectively justified by a legitimate aim and proportionate means.
- 2.2. **Direct Discrimination.**
A situation in which a person or group is treated less favourably than another in a comparable situation on the basis of a protected characteristic, unless objectively justified.
- 2.3. **Indirect Discrimination.**
A situation where an apparently neutral provision, criterion, practice, or rule places persons with certain protected characteristics at a particular disadvantage compared to others, unless objectively justified by a legitimate aim and proportionate means.

2.4. **Incitement to Discrimination.**

Any instruction, encouragement, order, or call to engage in discriminatory conduct against a person or group.

2.5. **Harassment.**

Any unwanted conduct related to a protected characteristic that has the purpose or effect of violating a person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment.

2.6. **Conciliation Commission.**

A permanent internal body established to review discrimination-related complaints and seek fair and balanced resolution, composed of representatives of management and staff.

3. Principle of Non-Discrimination

3.1. NGO "Tribunal" maintains a zero-tolerance policy toward discrimination, harassment, or exclusion in any form. Discrimination based on any protected characteristic, including association with a person possessing such characteristics, is strictly prohibited.

3.2. All participants in employment and professional relations shall act in accordance with the principles of:

- respect for human dignity;
- recognition of cultural, personal, and individual diversity;
- equality of opportunity;
- equality of rights and freedoms.

4. Rights and Obligations

4.1. Every employee has the right to a workplace free from discrimination, harassment, and victimisation, subject only to lawful and proportionate limitations established by applicable law.

5. Employer Obligations

NGO "Tribunal" shall:

- establish and maintain an effective system for preventing discrimination;
- ensure a respectful, inclusive, and safe working environment;
- integrate non-discrimination principles into all managerial decisions;
- take appropriate disciplinary or corrective measures in cases of violations;
- provide regular training on equality and non-discrimination;
- ensure that all new staff are informed of this Policy.

5.1. **Employee Obligations**

Employees shall:

- comply fully with this Policy;
- respect diversity and individual differences;
- refrain from discriminatory conduct, harassment, or incitement;
- maintain professional and respectful communication;
- participate in equality and anti-discrimination training.

6. Complaints and Review Mechanism

6.1. All allegations of discrimination shall be reviewed by the **Conciliation Commission on Discrimination**, established by order of the Head of NGO “Tribunal”.

The Commission shall:

- consist of equal representation from management and staff;
- engage independent experts or mediators where necessary;
- ensure confidentiality and data protection;
- review complaints within five working days (extendable by mutual consent);
- issue written decisions binding on the parties.

6.2. If no resolution is reached, the complainant retains the right to pursue other remedies under national law.

6.3. The Commission may initiate proceedings ex officio if credible information about discrimination becomes known.

7. Reasonable Accommodation

7.1. NGO “Tribunal” is committed to providing reasonable accommodation to ensure full and effective equality for persons with disabilities and others with specific needs.

7.2. Reasonable accommodation includes necessary and appropriate modifications or adjustments that do not impose a disproportionate or undue burden on the organisation, enabling equal participation in professional and organisational life.

Approved by: by decision of the Board NGO “Tribunal”

Effective date: 01.09.2023