



CODE OF CONDUCT

At Friedrich-Ebert-Stiftung (FES) we are guided by the core values of social democracy – freedom, justice and solidarity. In the spirit of these values, we advocate for a society that treats all people with respect and dignity. In the context of our activities and workplace this means that our spaces must always be characterised by mutual respect and tolerance.



We do not tolerate any type of exclusion or discrimination based on racism, sexism, class, disability, religion, ideology, age, identity or sexual orientation.



We reject any type of gender-based discrimination and we do not tolerate any form of sexual harassment.



This is applicable to all people participating in our activities.



As an organization, FES takes its responsibility and legal obligation to prevent sexual harassment in all its spaces very seriously. We encourage you to always disclose any incidents of sexual harassment, violence and other forms of discrimination.



Please do not hesitate to contact our colleague **from FES** in case you feel discriminated against by any person present in our organization. Sensitivity and **confidentiality** are key principles for FES in exercising our responsibility and obligations to protect and assist participants.



Collectively creating spaces free from sexual harassment, violence and discrimination!