

In accordance with Statute of Club for Youth Empowerment 018 and in accordance with the Law on the prohibition of discrimination ("Official Gazette of RS", no. 22/2009 and 52/2021) Executive Board of Club for Youth Empowerment 018 (KOM 018) adopted:

CODE OF ETHICS – NON-DISCRIMINATION POLICY

I. General Provisions

Article 1

Prohibition of Discrimination

The Club for Youth Empowerment 018 (hereinafter: KOM 018) strictly prohibits any form of discrimination, including but not limited to discrimination based on gender, sexual orientation, ethnicity, religion, race, disability, age, or any other personal attributes protected by law.

Article 2

Scope

This policy specifically addresses the prevention of discrimination and outlines the responsibilities of employees and the organization in ensuring a fair and inclusive work environment.

II. Non-Discrimination Measures

Article 3

Responsibility for Ensuring Non-Discrimination

KOM 018 is dedicated to organizing work processes in a manner that upholds principles of non-discrimination. The president is responsible for implementing and continually improving measures to prevent discrimination in the workplace.

Article 4

Employee Rights and Obligations Regarding Non-Discrimination

Employees have the following rights and obligations regarding non-discrimination in the workplace:

- Receive training on recognizing and addressing discrimination, and actively engage in initiatives to promote inclusivity.
- Refrain from discriminatory behaviour and promptly report any instances of discrimination to their immediate supervisor or the appropriate authority.

- Assist in creating an environment free from discrimination by promoting respect and understanding among colleagues.
- Provide feedback and information on discrimination issues to help the organization improve its practices.
- Be proactive in supporting colleagues who may experience discrimination and collaborate with the organization to implement measures to prevent and address discriminatory behaviour.
- Refuse to participate in activities or tasks that perpetuate discrimination or create a hostile work environment.

Article 5

Workplace Conduct

Employees have the right to work in an environment free from discrimination and harassment. They are entitled to:

- Report instances of discrimination or harassment.
- Participate in diversity and inclusion training.
- Be treated with respect and dignity regardless of personal characteristics.

Article 6

Employee Obligations

In addition to their rights, employees must:

- Refrain from discriminatory behaviour or harassment.
- Report any instances of discrimination or harassment.
- Cooperate in preventing discrimination and promoting diversity.

III. Enforcement

Violations of this policy will result in disciplinary action, up to and including termination of employment. Complaints of discrimination will be promptly, and thoroughly investigated, and appropriate corrective action will be taken.

IV. Conclusion

By adhering to this policy, KOM 018 is committed to fostering a workplace culture that values diversity, promotes inclusion, and ensures equal opportunities for all employees.

In Nis, February 9th of 2023

S. Tošić

A blue circular stamp with the text "KOM 018" in the center. The outer ring contains the text "KANTON SARAJEVO" at the top and "HRM" at the bottom. There are also some smaller, less legible characters around the inner edge of the stamp.