

Code of Conduct:
“Our Ombudsman” Initiative
& The Association for “Our Ombudsman” Initiative
effective from 1 August 2024

The coalition coordinator/s, team coordinators and members of “Our Ombudsman” Initiative as well as the Board and members of the Association for “Our Ombudsman” Initiative shall honor the following values and principles:

1. Respect for human rights and dignity;
2. Respect for the mission and values of “Our Ombudsman” Initiative and the Association for “Our Ombudsman” Initiative as expressed in the Association’s Bylaws,
 - a) the mission being to strive towards the vision of a country in which the rights of all individuals and groups are equally respected--regardless of their gender, ethnic and national origin, sexual orientation, age, disability, health condition, religion, beliefs, marital and property status, and other premises--and in which each person speaks freely on his or her own behalf,
 - b) the values being defined by the Constitution of the Republic of Poland, the Universal Declaration of Human Rights, Convention for the Protection of Human Rights and Fundamental Freedoms, the Charter of Fundamental Rights of the European Union and the UN Convention on the Rights of Persons with Disabilities;
3. Fair, unbiased and respectful treatment of fellow coalition members, institutional and organizational allies and partners, and every person and group that seeks our assistance;
4. Refraining from any form of discrimination, aggression, harassment or unfair treatment towards any person which comes into contact with either “Our Ombudsman” Initiative or the Association for “Our Ombudsman” Initiative;
5. Ensuring an equitable, respectful, inclusive and friendly working environment free from all forms of aggression, mobbing, harassment (verbal, physical, sexual, visual, and others) and discrimination on the basis of national or ethnic origin, gender, age, religion, marital status, sexual identity or orientation, physical or mental disability or any other premises.
6. Using inclusive language by coalition members, both in direct communication and in external communication.

Violation of the above principles by any person or organization (whether formal or informal) should be directly reported to the coalition’s DEI Specialist at: dei@naszrzecznik.pl and may result in excluding the person or organization whose behavior is not aligned with our values from membership in “Our Ombudsman” Initiative and/or the Association for “Our Ombudsman”

Initiative. Complaints or other information about perceived misconduct will be investigated promptly, thoroughly, impartially, and as confidentially as it is possible.