

Diversity, Equity and Inclusion Policy
“Our Ombudsman” Initiative
& The Association for “Our Ombudsman” Initiative
effective from 1 August 2024

The mission of “Our Ombudsman” Initiative and the Association for “Our Ombudsman” Initiative, a registered NGO that supports our growing diverse coalition is to strive to realize 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, or other premises--and in which each person speaks freely on his or her own behalf.

Our main goals include:

- protecting human and civil rights and liberties,
- counteracting exclusion and discrimination of persons and social groups whose rights and freedoms are threatened or violated,
- supporting democracy and the rule of law,
- conducting advocacy activities and educational activities,
- strengthening civil society,
- empowering grassroots movements,
- supporting self-advocacy, persons with disabilities, migrants and refugees,
- promoting women's rights and the rights of LGBT+ communities,
- strengthening local communities,
- protecting climate, the environment and animal rights,
- protecting physical and mental health, human dignity and well-being.

Diversity and inclusion are embodied in “Our Ombudsman” Initiative’s structure and day-to-day work, which involves strong cooperation with the Polish Commissioner for Human Rights. Our ten working teams: Women’s Rights, Rights of Persons with Disabilities, Caregivers, Refugees, LGBT+ Persons, Environmental Protection/Climate, Inclusive Education, Health, Local Affairs, and Freedom of Association are composed of persons who either speak on their own behalf or support the persons and groups whose rights their respective team seeks to defend.

Both in “Our Ombudsman” Initiative and the Association for “Our Ombudsman” Initiative we strive to ensure fairness and full transparency of our actions and decision-making. We take every measure to give everybody equal voice and to celebrate our diverse backgrounds, different needs and abilities.

We are committed to providing 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.

We shall not tolerate any unwanted sexual gestures, jokes, direct or indirect remarks or any other form of sexual harassment.

We strongly urge that any discriminatory or inappropriate behavior be reported to the team and coalition coordinators and/or the board of the Association for “Our Ombudsman” Initiative or directly to the coalition’s DEI Specialist at: dei@naszrzecznik.pl. All matters regarding inappropriate or discriminatory actions or conduct within “Our Ombudsman” Initiative or the Association for “Our Ombudsman” Initiative can be directly referred to our DEI specialist at: dei@naszrzecznik.pl

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