

CCFSA CLIMATE
CHANGE AND
FOOD
SECURITY
ASSOCIATION

Anti-Discrimination and Harassment Policy

<https://iklimvegida.org.tr>

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ANTI-DISCRIMINATION AND HARASSMENT POLICY

Member:	• all board members/trustees, board committee members • all association employees, secondees, interns and volunteers; and • all consultants/contractors/suppliers (including internal consultants with an association email address) • all association partners
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1. Preamble

The Climate Change and Food Security Association (CCFSA) recognizes the inherent dignity and worth of every individual. We believe that fostering a diverse and inclusive environment where everyone feels safe, respected, and valued is essential to achieving our mission of addressing the interconnected challenges of climate change and food security. This Anti-Discrimination and Harassment Policy underscores our unwavering commitment to providing a workplace and community free from all forms of discrimination and harassment.

2. Scope

This policy applies to all individuals involved in CCFSA activities, including but not limited to:

- **Members:** All members of the association, regardless of membership level.
- **Staff:** All employees, contractors, and interns of CCFSA.
- **Volunteers:** Individuals who contribute their time and skills to support CCFSA initiatives.
- **Partners:** Organizations and individuals collaborating with CCFSA on projects or events.
- **Participants:** Individuals attending CCFSA conferences, workshops, meetings, or other events.

3. Prohibited Conduct

CCFSA strictly prohibits any form of discrimination or harassment based on the following protected characteristics:

- **Race:** Including ethnicity, ancestry, and national origin.
- **Color:** Skin pigmentation.
- **Religion:** Religious beliefs, practices, and observances.
- **Sex:** Biological sex, including pregnancy, childbirth, and related medical conditions.
- **Sexual Orientation:** Actual or perceived sexual orientation, including heterosexuality, homosexuality, bisexuality, and asexuality.
- **Gender Identity or Expression:** An individual's internal sense of gender, whether or not it corresponds to their assigned sex at birth, and how they express their gender identity.
- **National Origin:** The country where an individual was born or from which their ancestors came.
- **Age:** Chronological age.
- **Disability:** Any physical or mental impairment that substantially limits a major life activity.
- **Marital Status:** Whether an individual is single, married, widowed, divorced, or separated.
- **Veteran Status:** Whether an individual has served in the armed forces.
- **Genetic Information:** Information about an individual's genetic tests and the genetic tests of their family members, as well as information about the manifestation of a disease or disorder in an individual's family members (i.e. family medical history).

Examples of prohibited conduct include, but are not limited to:

- **Verbal abuse:** Use of derogatory language, slurs, insults, or offensive jokes.
- **Physical abuse:** Unwanted physical contact, assault, or threats of violence.
- **Visual harassment:** Displaying offensive images, posters, or materials.
- **Written harassment:** Sending offensive emails, letters, or social media posts.
- **Sexual harassment:** Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
- **Cyberbullying:** Use of electronic communication to harass or intimidate an individual.
- **Stalking:** Repeated and unwanted attention or harassment that causes fear or concern for safety.
- **Discriminatory practices:** Denying opportunities, benefits, or services based on protected characteristics.

- **Retaliation:** Taking adverse action against an individual for reporting discrimination or harassment or participating in an investigation.

4. Complaint Resolution Process

CCFSA is committed to ensuring a fair and prompt resolution of all complaints. The following process will be followed:

- **Informal Resolution:** If an individual feels comfortable, they may attempt to address the issue directly with the person engaging in the inappropriate behavior.
- **Formal Complaint:** If informal resolution is not possible or desired, a formal complaint can be submitted verbally or in writing to any of the following:
 - **Supervisor or Manager:** If the complainant is an employee or intern.
 - **Board of Directors:** Any member of the CCFSA Board of Directors.
 - **Designated Contact Person:** A designated individual appointed by CCFSA to receive complaints.
- **Confidentiality:** All complaints will be treated with the utmost confidentiality, consistent with the need to investigate and take appropriate action.
- **Investigation:** A prompt and impartial investigation will be conducted by a designated individual or committee. The investigation will include gathering information from the complainant, the alleged harasser, and any witnesses.
- **Determination:** Based on the investigation findings, a determination will be made as to whether a violation of this policy has occurred.
- **Disciplinary Action:** If a violation is found, appropriate disciplinary action will be taken, which may range from a verbal warning to termination of membership or employment.
- **Appeal:** Individuals may have the right to appeal the outcome of the investigation, depending on the nature of the complaint and the CCFSA's internal procedures.

5. Prevention and Training

CCFSA will take proactive steps to prevent discrimination and harassment, including:

- **Education and Training:** Providing regular training to all members, staff, volunteers, and partners on this policy, recognizing and preventing discrimination and harassment, and promoting a respectful and inclusive environment.
- **Communication:** Clearly communicating this policy through various channels, including the CCFSA website, member newsletters, and event materials.
- **Culture of Respect:** Fostering a culture of respect, inclusivity, and accountability where all individuals feel safe and empowered to speak up against discrimination and harassment.

6. Continuous Improvement

CCFSA will regularly review and update this policy to ensure it remains effective and aligned with best practices and legal requirements. We will also monitor the effectiveness of our prevention and response efforts and make adjustments as needed.

7. Conclusion

This Anti-Discrimination and Harassment Policy reflects CCFSA's commitment to creating a just and equitable environment for all. We encourage everyone to actively contribute to a culture where diversity is celebrated, respect is paramount, and all individuals can thrive.