



HUMANITARNI CENTAR ZA INTEGRACIJU I TOLERANCIJU
ХУМАНИТАРНИ ЦЕНТАР ЗА ИНТЕГРАЦИЈУ И ТОЛЕРАНЦИЈУ
HUMANITARIAN CENTER FOR INTEGRATION AND TOLERANCE
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In accordance with Article 9, Paragraph 4, Item 3 of the Statute of the Humanitarian Center for Integration and Tolerance, the Assembly of HCIT, at the session held on April 18th, 2022 adopted the following:

Gender Equality Plan

We, at the Humanitarian Center for Integration and tolerance (HCIT), are fully determined to prevent any future act of discrimination based on sex, gender, or gender identity. For the purpose of this document, it is necessary to distinguish sex from gender and the following definitions will be applied:

- Sex represents the physical differences between a man, woman, or intersex person. A person has sex assigned at birth based on physiological characteristics, including genitals and chromosome composition. The assigned gender is also called the natal gender.
- Gender, however, involves how a person identifies. Unlike sex, which is assigned at birth, gender covers a wide spectrum. A person during his life can feel differently about his gender and may differ from the conventional concept of gender, which is divided into male and female.
- Sex and gender do not necessarily have to be compatible, and in case they are not, we are talking about different gender identities such as transgender, nonbinary, or gender-neutral.

All HCIT staff, including senior management, are obliged to respect basic principles related to gender equality and prevent discrimination based on sex and gender and take prompt and decisive action if such acts were to occur.

1. Gender discrimination by any HCIT staff is an act of misconduct and is, therefore, a reason to initiate internal disciplinary proceedings, which may lead to the termination of employment.
2. If a member of HCIT staff suspects gender discrimination committed by his/her colleagues, he/she shall be obliged to report such suspicion through established mechanisms.
3. HCIT staff is obliged to create and maintain an environment that not only prevents gender-based discrimination but encourages gender equality and the implementation of HCIT's

Code of Conduct. Managers at all levels have a particular and greater responsibility to support and develop systems that maintain such an environment.

4. Sex, gender, and gender identity will not affect the decision-making during the hiring process, and it will not hinder further progress within the organizational structure.
5. Only persons with the necessary qualifications may hold the highest positions within the organization, regardless of their sex, gender, or gender identity.

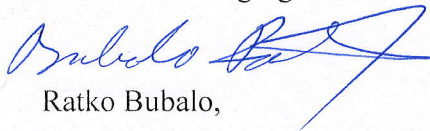
In order to fully and integrally implement these principles, HCIT vows to:

1. Develop organization-specific strategies to prevent and respond to gender discrimination.
2. Incorporate our gender equality standards into materials, training, and education for our staff.
3. Ensure that mechanisms for reporting misconduct are available and that the contact person understands how to perform their duties.
4. Investigate allegations of discrimination based on sex, gender, and gender identity in a timely and professional manner.
5. Take prompt and appropriate disciplinary action against a member of our staff who commits gender discrimination.
6. Regularly inform our staff and community about the measures taken to prevent and respond to gender discrimination.

HCIT has adopted and developed reporting mechanisms for all types of misconduct committed by HCIT staff and has designated a contact person to document any reported suspicion that a person has been discriminated against on the bases of sex, gender, and gender identity by HCIT staff and respond accordingly.

The HCIT contact person is well aware of the obligation to initiate disciplinary proceedings against persons who discriminate on the grounds of sex, gender, and gender identity.

President of the Managing Board


Ratko Bubalo,



CHAIRMAN OF THE ASSEMBLY


Nikola Momčilović