

Code of Conduct:

Principles for the prevention and resolution of sexual exploitation, abuse, and harassment (SEAH)

1.1. PB, z.ú. has a zero-tolerance policy toward any form of sexual exploitation, abuse, and harassment (SEAH). This policy applies to all employees, external collaborators, volunteers, members of bodies, and partners of the organization.

1.2. Sexual exploitation, abuse, and harassment are considered to be any inappropriate, unsolicited, or coercive behavior of a sexual nature, including abuse of position, power, or dependence of another person.

1.3. PB, z.ú. actively prevents these phenomena, in particular by: creating a safe working environment based on respect and dignity, regularly informing employees about ethical standards, and clearly defined procedures for reporting and investigating suspected violations of these principles.

1.4. Every PB, z.ú. an employee is obliged to report suspected SEAH without undue delay. Reports can be made through an independent whistleblower, who can be reached at whistleblower@postbellum.cz.

1.5. PB, z.ú. protects whistleblowers from retaliation and keeps reports confidential to the extent required by law. Any retaliatory action against the whistleblower is considered a serious breach of employment or contractual obligations.

1.6. Reports are assessed impartially, without undue delay, and with regard to the protection of the rights of all persons involved. If a violation of SEAH principles is confirmed, PB, z.ú. will take appropriate measures, including labor, contractual, or other legal action.

1.7. PB, z.ú. also provides support to persons who have been affected by sexual exploitation, abuse, or harassment and strives to restore a safe and dignified environment. 1

1.8. PB, z.ú. implements and maintains an internal reporting system in accordance with Act No. 171/2023 Coll. on the protection of whistleblowers. This system allows for the safe, confidential, and impartial reporting of possible illegal conduct or violations of internal regulations, including violations of SEAH principles.

1.9. PB, z.ú. designates a person responsible for receiving and assessing reports. This person acts independently, maintains confidentiality regarding the identity of the whistleblower and the persons concerned, and ensures the protection of personal data.

1.10. The whistleblower will receive confirmation of receipt within 7 days of the report being received, unless the whistleblower expressly states that they do not want confirmation or that this would reveal their identity.

1.11. The report will be assessed without undue delay, no later than 30 days from the date of receipt. In complex cases, this period may be extended twice by 30 days at most; the whistleblower shall be informed of the extension.

1.12. PB, z.ú. keeps records of received reports to the extent required by law and stores them for 5 years.

1.13. PB, z.ú. expressly prohibits any retaliatory measures against the whistleblower or a person close to them, in particular dismissal, non-renewal of contract, reduction of salary or remuneration, transfer to another job, discrimination, harassment, or other disadvantage.

1.14. The whistleblower may also use the external reporting system of the Ministry of Justice of the Czech Republic, under the conditions set out by law.

1.15. Filing a knowingly false report is a breach of duty and may be punished in accordance with the law.