



Code of Conduct **for all staff members of the European Film Academy**

The European Film Academy aims to guarantee its employees a safe and respectful work environment, whether they are employed on a long-term contract or short-term free-lance contract. To achieve this, employees must behave ethically by upholding the European Film Academy's values of respect for human dignity, inclusion, and a supportive environment that fosters a safe and respectful work environment.

The European Film Academy e.V. (including its subsidiary company *European Film Academy Productions gGmbH*) asks its employees to embrace their responsibility to affirm these principles and act when these principles are violated.

There is no place within the European Film Academy for employees who abuse their status, power or influence in a manner that violates recognised standards of decency.

The European Film Academy is categorically opposed to any form of abuse, harassment or discrimination based on gender identity, disability, race or ethnicity, skin colour, age, language, religion or belief, membership of a national minority, body size and body weight, socio-economic and socio-cultural background, and family caring responsibilities.

If any employee interacts with young people in the framework of the European Film Club project, this employee should familiarise with and follow the 'European Film Club Safeguarding Code of Conduct'.

If any employee is found by the European Film Academy's management to have violated these standards or to have compromised the integrity of the European Film Academy by their actions, the management may take any disciplinary action, under consideration of the employment contract or contractual agreements in connection with the collective bargaining and other labour and contract law requirements.

At the Academy, we are dedicated to cultivating a positive work environment that places a high priority on the overall well-being and work-life balance of our employees. We believe that a supportive workplace not only enhances individual happiness but also contributes to increased productivity and job satisfaction.

Through initiatives and policies geared towards promoting such a work environment, we strive to create an atmosphere where our team can thrive both personally and professionally.

EUROPEAN FILM ACADEMY Code of Conduct (for staff members) – 1 June 2024 / MWK

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