



**INSTITUTE FOR
ANTHROPOLOGICAL
RESEARCH**

CODE OF CONDUCT

DISCRIMINATION AND HARASSMENT PREVENTION

Zagreb, September 1st 2021

INTRODUCTION

The Institute for Anthropological Research (hereinafter, the Institute) is committed to creating a stimulating and supportive working and learning environment that is free from discrimination and harassment. This *Code of Conduct – Discrimination and Harassment Prevention* (hereinafter, the Code) reflects the Institute's values. Its purpose is to outline the norms, responsibilities and practices of an individual and the Institute as an organization. Individual in this text means employee of the Institute, project team members, external associates, volunteers, interns and students working/collaborating/volunteering in the Institute's activities. The Institute's activities in this text mean daily work, project work, study work, field work, in the Institute's premises, offices, laboratories, field schools, study programs, projects, conferences, etc.

The Institute is committed to equal opportunities for all individuals engaging in the Institute's activities with no discrimination and harassment. All individuals engaging in the Institute's activities will be asked to sign the Code as a statement, declaring that they read it, fully understood it and that will act according to it.

DEFINITIONS

Discrimination in the workplace is based on certain prejudices and occurs when an individual is treated unfavourably because of gender identity, sexual orientation, race, religion, ethnicity, age, disability, pregnancy, parenthood, or treated differently because they possess different characteristics to other members of staff. Direct discrimination occurs when someone is treated less favourably than others. For example, an individual has the qualifications to do the job but they are turned down because employer/superior thinks they might want to start a family soon.

Harassment takes many forms and can be a source of great anxiety to an individual. The assault on a person's confidence can also directly affect the quality of life, mental or physical health, and academic/professional performance of the individual. Harassment may occur where the harasser has a position of authority but may also occur among peers. It may also occur when there is a perception of