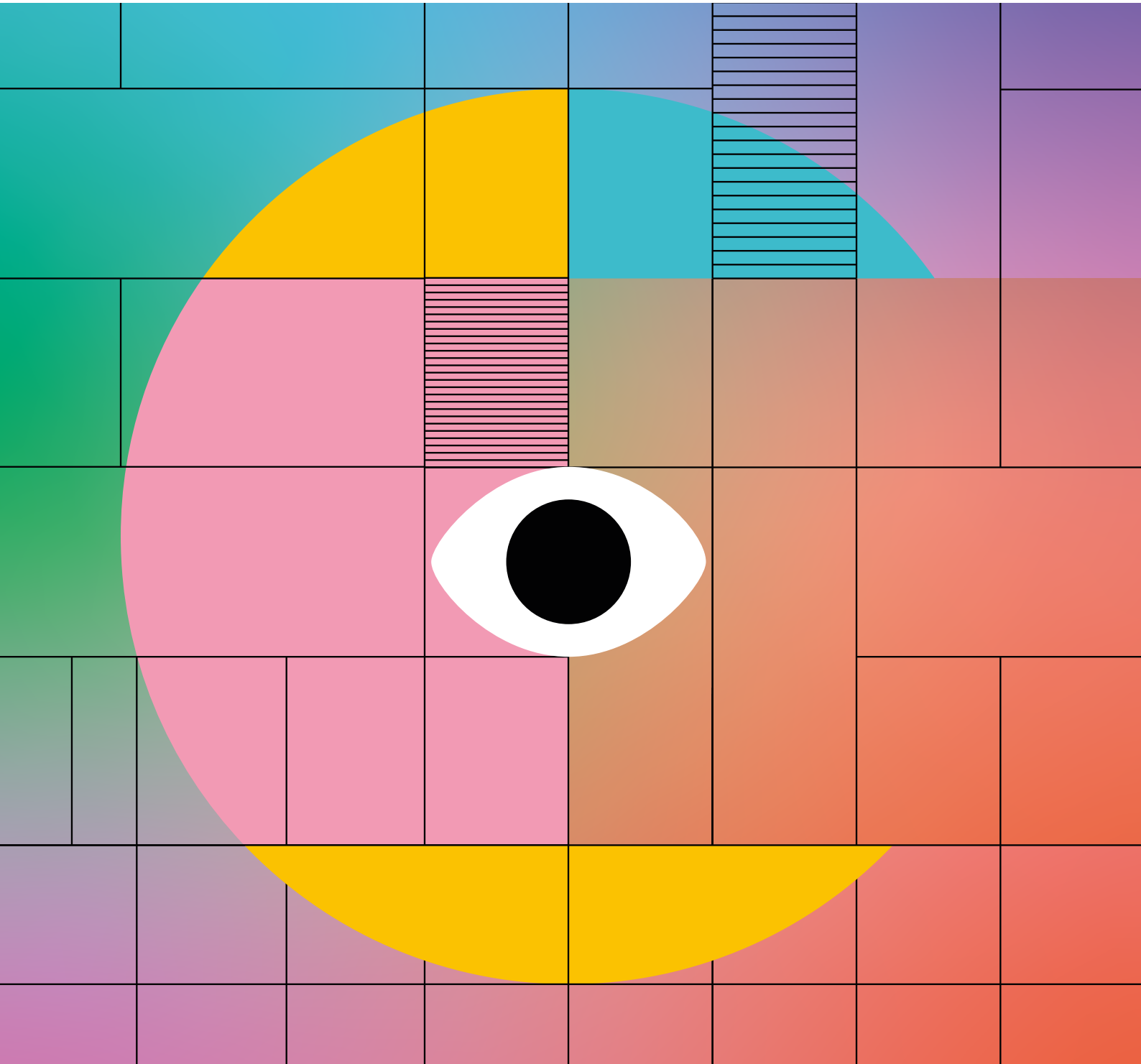


# CEE Animation Code of conduct



# CEE Animation

## Code of conduct

The CEE Animation believes in the importance of human connections as pillars of our animation community. Connections based on diversity, inclusivity and mutual respect.

All CEE Animation participants (project teams, experts and staff) are asked to review the CODE OF CONDUCT and are responsible for ensuring that our events are safe and inclusive environments.

## CODE OF CONDUCT BASICS

- ◇ Offensive language, discrimination, harassment and bullying based on identity (whether race, gender, ethnicity, religion, background, sexuality, socio-economic class, disability or age) will not be tolerated.
- ◇ All event participants must be treated equally, and no form of favouritism will be tolerated.
- ◇ Participants should avoid relying on stereotypes, prejudices and assumptions when expressing opinions about others.
- ◇ Foster a collaborative and supportive environment by respecting everyone's physical and emotional boundaries.
- ◇ Use inclusive language that respects and appreciates the diversity of our community.
- ◇ Act with integrity and honesty in all dealings. Respect the confidentiality of sensitive information.
- ◇ Maintain a high standard of professionalism in all interactions and treat people with kindness. Be aware of cultural sensitivities and differences in communication styles.
- ◇ Maintain a workplace free from any form of harassment, including but not limited to verbal, physical, visual or online harassment based on identity.
- ◇ Take responsibility for your actions and choices. Learn from mistakes and strive for continuous improvement. Promote a culture of accountability.

## CODE OF CONDUCT VIOLATIONS

The following actions are considered violations of the Code of Conduct:

- ◇ Publicly inciting violence, hatred or discrimination against an event participant because of their race, gender, ethnicity, religion, background, sexuality, socio-economic class, disability or age.
- ◇ Insults, jokes, defamation and threats against a workshop participant because of their race, gender, ethnicity, religion, background, sexuality, socio-economic class, disability or age.
- ◇ The public expression of anti-Semitism, Islamophobia, xenophobia and other ideologies that discriminate against, claim superiority over, or denigrate a workshop participant on the basis of their religion, race, gender, ethnicity, background, sexuality, socio-economic class, disability or age.
- ◇ Publicly disseminating or publicly distributing or creating written derogatory statements about a workshop participant in documents and online environments (social media channels such as Facebook and CEEA Whatsapp groups) on the basis of their race, gender, ethnicity, religion, background, sexuality, socio-economic class, disability or age.

## COMPLIANCE

- ◇ If a participant witnesses, experiences or hears of incidents of discrimination, harassment, inappropriate behaviour or abuse at CEEA events, they are encouraged to inform directly our colleague, Petra Hofbauer, either on site or by email ([petra@ceeanimation.eu](mailto:petra@ceeanimation.eu)).
- ◇ CEEA will listen to the participant's concerns in confidence and will protect the complainant and maintain their anonymity. If necessary, CEEA will provide the complainant with information about a third-party counsellor, separate from the film industry, for further psychological support. CEEA will investigate all reports of discrimination promptly, impartially and confidentially. In addition, the CEEA will assess and monitor participant welfare in relation to inequality, discrimination and safety. Participants can report instances of inappropriate behaviour at any time through our **OPEN LINE OF COMMUNICATION**.
- ◇ CEEA is committed to ongoing training of staff, experts and board members in relation to harm reduction, anti-racism, intersectionality, empathy and equity.

## CONSEQUENCES OF VIOLATION OF CODE OF CONDUCT

Any CEEA event participant who fails to comply with the Code of Conduct may be subject to the internal evaluation process, which may include actions such as warnings or sanctions. Violations of the Code of Conduct may result in disciplinary action up to and including legal action, depending on the severity and frequency of the offence.

## KEEP FESTIVE



CEE Animation proudly supports **Keep Festive**, an initiative by the animation community dedicated to creating safer environments at festivals and events.

The objective is to ensure everyone can participate freely and safely, free from harassment or discrimination based on gender, sexuality, ethnicity, religion, age, or appearance. To join the initiative and adopt its guidelines, contact Anastasiya Verlinska at [averlinskaya@gmail.com](mailto:averlinskaya@gmail.com).