

SEXUAL HARASSMENT POLICY PAPER

This text has been prepared to explain the institutional approach of the Media Research Association and the Media Research Association Commercial Enterprise to Preventing Sexual Harassment and Assault.

Media Research Association and the Commercial Enterprise guarantees to create a work environment for all employees free from any discrimination based on sex, sexual orientation, gender identity, and gender or any sexual harassment and assault based on any other reason; and to work towards eliminating the sexist culture and culture of violence.

Media Research Association and the Commercial Enterprise guarantee to work towards making sexual violence visible, and towards activating support mechanisms for the victim and sanction mechanisms for the perpetrators.

Media Research Association and the Commercial Enterprise guarantee that gender-based harassment, sexual harassment, and sexual assault will not be ignored in any way, and work to prevent all forms of sexual violence.

Media Research Association and the Commercial Enterprise work to prevent any kind of sexual harassment and assault, to raise awareness in all its units and ensure coordination between these units, and to implement application mechanisms.

All persons to whom this policy applies guarantees to read, understand and comply with this policy in both their professional and private lives. All kinds of activity or inactivity that may lead to any type of gender-based violence, including sexual exploitation, abuse, harassment, and mobbing, are expressly prohibited to all employees of the Media Research Association and Media Research Association Commercial Enterprise. The persons in question are expected to act in accordance with the commitments and obligations of this policy.

Violation of this policy in any way will be approached as a serious matter by the Media Research Association/Media Research Association Commercial Enterprise; which may result in disciplinary sanctions and/or other legal remedies, including termination of the contract.