



Approved by the Chairman of the Board
Charitable organization
“Charity Fund “EDUKIDS”
Order No. 37 dated December 02, 2024

POLICY ON EQUALITY AND NON-DISCRIMINATION
of the Charitable organization “Charity Fund “EDUKIDS”

NEW EDITION

2024

EDUKIDS

CONTENTS

- 1. General provisions.**
- 2. Purpose and scope of application.**
- 3. Principles.**
- 4. Implementation.**
- 5. Definitions.**
- 6. Final provisions.**

1. General provisions

1.1. Charitable Organization “Charity Fund “EDUKIDS” (hereinafter referred to as the “Fund”) is aware of the great responsibility for protecting the rights of the people who it cooperates with, both children and adults.

1.2. The Fund recognizes that the safety, welfare and interests of children and adults are of paramount importance in any circumstances. This Policy of the Fund is aimed at promoting the proper ensuring of human rights, regardless of age, ability, gender, race, religion and belief, sexual orientation, socio-economic status, by protecting and preventing any form of discrimination, neglect and violence.

1.3. The Fund recognizes its duty to protect and promote the well-being of children and adults. The essence of this Policy is based on the standards of the UN Convention on the Rights of the Child, the UN Convention on the Rights of Persons with Disabilities, the Convention for the Protection of Human Rights and Fundamental Freedoms, the Law of Ukraine “On Protection of Childhood”, the Law of Ukraine “On Principles of Prevention and Combating Discrimination in Ukraine” and other legal acts concerning the rights of the child and the rights of disabled.

2. Purpose and scope of application

2.1. This Policy applies to all members, employees of the Fund and organizations cooperating with the Fund, regardless of the type of employment, candidates for positions, volunteers, as well as their representatives. All persons must adhere to the principles of this Policy and strictly comply with its requirements, and must be responsible for counteracting behaviors and practices that do not comply with this Policy. The Policy is also applied by the Fund in its legal relations with business partners.

2.2. This Policy applies to the procedures of interaction between the members of the Fund and other representatives of organizations cooperating with the Fund; to all aspects of employment, i.e. selection of personnel and contractors, working conditions and rewards, training and promotion, distribution and scope of tasks, termination of cooperation.

3. Principles

3.1. The Fund is committed to providing a safe, inclusive and flexible environment in which respect for human dignity is demonstrated.

3.2. The Fund sets itself the goal of:

- ensuring equal rights and opportunities for employees and everyone who cooperates with the Fund, regardless of position, race, skin color, political, religious and other beliefs, gender, age, disability, ethnic and social origin, citizenship, family and property status, place of residence, language or other characteristics that were, are and may be real or assumed;
- minimize the risk of accusing the Fund, its members and employees, regardless of their position in discriminatory activity;
- create among members, partners, contractors, employees, workers and other persons a common understanding of the organization's policy on preventing discrimination in any form and manifestation;

4. Implementation

4.1. The Fund encourages reporting to management all cases of discrimination, harassment, bullying, regardless of the person or position of the offender.

4.2. The Fund encourages individuals who believe they are subject to such conduct to immediately inform the person who committed the violation that his or her conduct is undesirable and to demand that such conduct cease.

4.3. In order to implement, monitor and review this policy, the Fund may invite external consultants on gender issues, inclusion and non-discrimination to cooperate.

4.4. The Fund is responsible for ensuring the availability and implementation of this policy, monitoring its compliance and periodic review.

4.5. The Fund must ensure and monitor that employees and everyone who cooperates with the Fund are aware of this policy and adhere to it.

5. Definitions

5.1. There are different types of discrimination prohibited by this policy. The main types are:

- Direct discrimination - occurs when one person is treated less favourably than another because of any characteristic. Direct discrimination can also consist of treating a person less favourably because of definite characteristics, for example, their partner or a child who is discriminated. This is usually called associative discrimination. Direct discrimination will occur when someone is treated less favourably because of a characteristic that is mistakenly believed to be inherent in that person, such as when someone is perceived to be a person with a disability or a person with a particular ethnic or gender identity. This is usually called perceptual discrimination.

- Indirect discrimination - occurs when the same requirements, conditions, provisions or practices apply or should apply to everyone, but which have a disproportionate, adverse effect on one or more groups of people with characteristics, except when the application of such requirements, conditions, provisions or practices is justified despite their unequal impact. Impossibility to make reasonable adjustments - the absence of possibility to make reasonable adjustments to take into account the needs of a disability will also be considered discrimination. Victimization occurs when a person is treated less favourably than others because they have expressed a genuine grievance or concern.

- Harassment is unwanted conduct related to age, sex, sexual orientation, gender, gender identity or expression, race, ethnic or national origin, religion or belief, partnership status, pregnancy or parenthood, disability, health or any other personal status, which has the purpose or effect of violating a person's dignity or of creating an intimidating, hostile, degrading or offensive environment for that person.

6. Final Provisions

6.1. This Policy is open for public review and posted on the official website of the Fund <http://www.edukids.ua>

6.2. The Policy on Equality and Non-Discrimination of the Charitable Organization “Charity Fund “EDUKIDS” may be supplemented or amended in order to improve the activities of the Fund. In such a case, the Fund is obliged to bring such changes to the employees of the Fund and explain them. All changes and amendments to the Policy are published on the official website of the Fund.