Title:	**Code of Conduct for the Max Planck Society**
Implementation	
Field(s) of Action:	* Gender-inclusive/Gender-sensitive Organisational Culture
	* Structural Integration of Gender equality
	* Engaging Leadership
Objectives:	* Protection against sexual discrimination, harassment and violence * Raise awareness * Contribute to prevention of sexual harassment, discrimination and violence * Provide help to the employees and anyone who has contact with the research organization

Target Group(s): **|All employees, scholarship holders, trainees, third parties in a contractual relationship with the institution, guests/visitors, also persons who are not subject to the works constitution act (e.g. management board, scientific members, senior executive staff)| |Description: |**Sexual discrimination, harassment and violence are forbidden in the Max Planck Society. The organization provides protection by taking the necessary measures (information, training, sanctions) within its sphere of influence.** **The organization investigates and punishes violations against this Code of Conduct. It adopts a procedure to ensure that:** *** Complaining persons shall not suffer any disadvantages from the justified report of misconduct.** *** All steps potentially taken are coordinated with the complaining person as far as possible and their anonymity is ensured to the greatest extend as possible; provided that disclosure is not mandatory due to legal provisions or substantially overriding interests.** *** The presumption of innocence in favour of accused persons is respected.** **Complaints may be made informally, including verbally or electronically. Contacts for affected persons are the direct supervisors and other persons with leadership and supervision responsibilities, the local Gender Equality Officers, the Central Equality Officer, the Works Council, the General Works Council and the Representative of individuals with severe disabilities.** **Of course, affected persons have the right to contact external facilities.|** |More information:**	Max Planck Society (Germany) Contact: zgb@gv.mpg.de

From:
https://www.genera-network.eu/ - **Gender Equality Network in Physics in the European Research Area**

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