EQUAL OPPORTUNITIES AND NON-DISCRIMINATION POLICY

The Management Board of the Citizens' Association "ProForma", Belgrade, Vardarska 20, registration number 28029845, tax ID (PIB) 106883254 (hereinafter: the Association), adopted this Policy at its regular session held on 12 February 2026, under number D-4/2026, in line with the Law on the Prohibition of Discrimination, the Law on Gender Equality, the Law on the Prevention of Discrimination against Persons with Disabilities and the UN Convention on the Rights of Persons with Disabilities.

1. Commitment

The Association offers equal opportunities to everyone and does not allow discrimination on any personal ground, including sex, gender, gender identity, sexual orientation, age, disability, health, national origin, religion, political belief, financial standing and marital or family status.

2. Who it applies to

The Policy applies to members, employees, engaged experts, volunteers, participants in activities, beneficiaries and partners.

3. Engagement and work

- Associates are selected on the basis of expertise and experience, using criteria known in advance.
- The same pay is given for the same work or work of equal value.
- Working conditions are reasonably adjusted for persons with disabilities and persons with family responsibilities.

4. Gender equality

- The Association aims for a balanced representation of women and men in project teams, among lecturers and in its bodies.
- In research and reports, data are presented by sex wherever possible.
- Gender-sensitive language is used in communication.

5. Accessibility

Accessibility is the Association's core field of work, so it also applies to its own activities:

- events are held in venues accessible to persons with disabilities;
- sign language interpretation, subtitles and materials in accessible formats are provided as needed;
- the website and social media posts follow the Web Content Accessibility Guidelines (WCAG);

- in the event registration form, participants can state their accommodation needs.

6. Prohibition of harassment

Harassment, degrading treatment and sexual harassment are prohibited, as is any form of retaliation against a person who has filed a complaint.

7. Complaints

A complaint is submitted to Luka Novaković or to info@proforma.rs. The Association handles it confidentially and replies within 30 days.

The person may also turn to the Commissioner for the Protection of Equality.

8. Monitoring

Once a year the Association reviews the composition of teams and participants by sex, and the complaints received, and amends this Policy where needed.

9. Entry into force

This Policy enters into force on the day of adoption.

Number: D-4/2026

Belgrade, 12 February 2026

President of the Management Board

Dejan Masliković

Signed and stamped. The original is kept at the registered office of the Association.