



KCSS GENDER EQUALITY CODE OF CONDUCT

CORE PRINCIPLE

All staff employed at the Kosovar Centre for Security Studies (KCSS) must ensure that women and men have equal rights and development opportunities across the work of the institution. This GE Code of Conduct applies to all employees of KCSS and must be upheld throughout the internal functioning of the organization and any external representation with organizational stakeholders.

GENERAL PRINCIPLES

- The interests of both genders must be institutionalized at all levels of the organization. This includes the internal composition and functioning of KCSS as well as the design and evaluation of external programme interventions.
- KCSS will aim to achieve a balanced representation of women and men in its organizational hierarchy. KCSS will employ preferential treatment if either gender is underrepresented in any given context through ensuring that hiring processes, while meritocratic, are in the spirit of achieving equal gender representation in the organization.
- KCSS aims to enforce and respect each individual's integrity and dignity to the highest national and international standards possible. Sexual harassment and sexist behavior are considered grave offences and will result in the immediate termination of working relations.
- Gender dis-aggregated data collection will be a priority across the work of the KCSS. KCSS will prioritize the collection of gender dis-aggregated data in relation to its internal work as well as any relevant research output produced for external advocacy.
- No individual may fall victim to or suffer any negative consequences due to their sex, gender identity or gender transition. KCSS will respect and enforce human rights in complete harmony with relevant legislation of the Republic of Kosovo.

Signed into force on: 01/02/2022

Mentor Vrajolli,


Executive Director