

A large, semi-transparent blue hand is shown with fingers spread, palm facing forward, serving as a background for the text. The hand is positioned centrally on the page.

ANTI-HARASSMENT & NON-DISCRIMINATION POLICY

2022 Edition



ANTI-HARASSMENT AND NON-DISCRIMINATION POLICY

In accordance with Article 1 of the FIA Code of Ethics, our federation is committed to operate in an environment in which all individuals are treated with respect and dignity.

We have clear in mind that harassment and discriminatory practices possibly put in place by FIA Parties (delegates, body members, sport officials, staff, consultants) or FIA Third Parties (suppliers, promoters, partners) are a form of misconduct that is detrimental for the safety of our work environment, the integrity of the FIA family, and the reputation of our organization.

Notwithstanding her or his role, each individual has the right to operate in an institutional and professional atmosphere that promotes equal opportunities, and prohibits and prevents harassment and discriminatory practices.

Therefore, the FIA expects that all relationships among persons actively working for our

federation will be fair, professional and free of explicit bias, prejudice, harassment, discrimination and retaliation.

The FIA will make every reasonable effort to ensure that all concerned are familiar with these policies and are aware that any complaint in violation of such policies will be investigated and resolved appropriately.

Anyone having questions or concerns about these policies is encouraged to contact the FIA Compliance Officer or the FIA Human Resources Director.

This Policy applies to all FIA Parties, FIA Third Parties and anyone reporting a concern of misconduct.

PROHIBITED CONDUCTS

All practices detrimental to the human dignity and the physical and mental health of the participants to our activities shall not be tolerated at the FIA.

These practices include Discrimination, Harassment and Sexual Harassment.



[DISCRIMINATION]

Discrimination refers to any unfair treatment or arbitrary distinction based on a person's race, sex, religion, nationality, ethnic origin, sexual orientation, disability, age, language, social origin, or other status or protected characteristics.

Discrimination may be an isolated event affecting one person or a group of persons similarly situated or may manifest itself through harassment or abuse of authority.

Example of discriminatory practices:

- Staff members being paid less because of their gender, ethnic origin, age, or religion.
- Motorsport events excluding or limiting access from drivers with disabilities without legitimate, documented and objective reasons, such as health and / or safety concerns.
- An FIA Member restricting females from participating at FIA events.



[HARASSMENT]

Harassment includes any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person.

Harassment may take the form of words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another or which create an intimidating, hostile or offensive work environment.

Examples of harassment:

Physical harassment:

- Pushing, shoving, or purposely bumping into a person
- Acts of physical intimidation

Emotional harassment:

- Making degrading or embarrassing jokes to or about an individual
- Vulgar or lewd comments targeted at an individual
- Unwelcome, offensive, or hostile facial expressions or body gestures
- Creating written or graphically derogatory material about an individual
- Cyberbullying
- Spreading rumors

Gender/racial harassment and harassment based on sexual orientation:

- Referring to an individual's gender/race/sexual orientation in negative, vulgar, or derogatory terms
- Exclusion of a person based on gender/race/sexual orientation



[SEXUAL HARASSMENT]

Sexual harassment is any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment.

While typically involving a pattern of behaviour, it can take the form of a single incident. Sexual harassment may occur between persons of the opposite or same sex. All genders can be the victims or the offenders.

Examples of sexual harassment:

- Making derogatory or demeaning comments about someone's sexual orientation or gender identity
- Name-calling or using slurs with a gender/sexual connotation
- Making sexual comments about appearance, clothing or body parts
- Rating a person's sexuality
- Repeatedly asking a person for dates or asking for sex
- Staring in a sexually suggestive manner
- Unwelcome touching, including pinching, patting, rubbing or purposefully brushing up against a person
- Making inappropriate sexual gestures, such as pelvic thrusts
- Sharing sexual or lewd anecdotes or jokes
- Sending sexually suggestive communications in any format
- Sharing or displaying sexually inappropriate images or videos in any format
- Attempted or actual sexual assault, including rape



EXPECTED CONDUCT

All participants to the FIA activities can expect to be treated in a fair manner, with respect, dignity, and consideration, in the spirit of valuing diverse views and opinions.

Discussing differences and critiquing ideas should be done in a non-confrontational manner with due regard for the viewpoints of others.

EQUAL EMPLOYMENT OPPORTUNITY

It is the policy of the FIA to ensure equal employment opportunity without discrimination or harassment on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, age, disability, marital status, citizenship, national origin, genetic information, or any other characteristic protected by law.

INCIDENT REPORTING AND INVESTIGATIONS

The FIA encourages reporting of all perceived incidents of discrimination or harassment through the FIA Ethics and Compliance Hotline / Violation of the FIA ethical principles.

It is the policy of the FIA to promptly and thoroughly investigate such reports through the FIA Ethics Committee and the FIA Compliance Officer: fia-ethicsline.com

The FIA prohibits retaliation against any individual who reports discrimination or harassment or participates in an investigation of such reports.

CONSEQUENCES

Infringements of this Policy will result in disciplinary actions

