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PREVENTION POLICY AGAINST ABUSE OF POWER, HARASSMENT, VIOLENCE AND COMPLIANCE VIOLATIONS

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1. Preamble

The Diagonale is the festival of Austrian film and sees itself as a forum for the presentation and discussion of Austrian film productions. Its aim and mission are to foster a differentiated, multifaceted and critical engagement with Austrian cinema and to increase the visibility of Austrian filmmaking in the media and, consequently, in public discourse.

In this context, the Diagonale is committed to the following principles in its interactions and in all spaces in which it operates:

- Respectful and appreciative communication
- Respectful and professional collaboration
- Shared responsibility
- Transparency and fairness in communication
- Inclusion of diverse perspectives
- Sustainability

At the same time, the Diagonale takes a clear stand against all forms of harassment, bullying, violence and discrimination. Further details are set out in the Diagonale Code of Conduct, which serves as the guiding framework for professional interaction and collaboration within the Diagonale.

The objectives of this prevention policy are:

- To protect all employees, filmmakers and artists, as well as cooperation partners and visitors
- To establish transparent structures and clearly defined responsibilities
- To prevent boundary violations, abuse and violence
- To prevent corruption and the misuse of public or other funding (compliance)
- To communicate professional reporting channels and available support services

2. Diagonale Code of Conduct

The Diagonale Code of Conduct is the guiding framework for interaction and collaboration at the Diagonale. Film festivals are working environments in which particular challenges, stress and exceptional situations can arise due to the intensity of schedules, organisational demands and emotional circumstances. This makes considerate, sensitive and mutually respectful interaction all the more important.

The aim of this general framework (Code of Conduct), alongside the areas of diversity and gender equality, is to establish clearly and unequivocally the principles, values and standards that the Diagonale sets for itself internally as an organisation and expects externally, including during the festival, in the context of collaborations and during guest appearances by third parties at the Diagonale.

This Code of Conduct is a living document that is regularly developed further and adapted to socio-political changes. Our aim is to achieve the highest possible level of inclusivity and sensitivity. We are aware that we are not immune to making mistakes, but we are committed to learning and growing as an organisation.

Scope

Unless expressly stated otherwise, the Code of Conduct set out below applies to everyone working at the Diagonale, whether as permanent and/or temporary employees (including the festival directors and senior team members), as well as independent contractors, volunteers, interns, partners and visitors.

Against Harassment, Violence and Discrimination

Active and continuous engagement with forms of discrimination, harassment, bullying and exclusionary behaviour is expected, regardless of whether specific

incidents have occurred. Where such behaviour occurs, active steps must be taken to counter it.

The opinions of others must be respected and must not become the target of personal attacks. Any form of harassment or exclusionary behaviour is unacceptable. Bullying, including psychological or physical violence towards others, will not be tolerated.

No one may be disadvantaged, excluded, insulted, treated in a condescending manner or threatened with violence on the basis of gender, sexual orientation, gender identity, origin, appearance, ethnic, cultural, religious or social affiliation, disability, level of education, skin colour, age, height, marital status, language, criminal record, receipt of public assistance, socioeconomic status or political convictions (within the framework of the rule of law). This also includes inappropriate jokes, unintentional discrimination, the sharing of inappropriate, sexual or violent content, particularly via digital media, as well as unwanted sexual innuendo, seemingly accidental touching, the display of sexual images and discussions of other people's sexual behaviour.

Respectful, Professional Conduct & Shared Responsibility

Respectful interaction is the foundation of all professional conduct and of a constructive and appreciative working environment. This includes reflecting on one's own behaviour, choosing words carefully, and using language that is appropriate to the situation. The privacy of colleagues must be respected. Clearly communicating one's own boundaries is essential and is just as important as respecting the boundaries of others.

If harassment, discrimination, disrespectful or bullying behaviour towards another person is observed, we encourage people to take action. It is entirely normal to initially feel overwhelmed by such a situation. Before taking action, the person affected should be consulted, and their needs should under no circumstances be disregarded. Proactive behaviour is important; however, in situations involving danger, help should be sought immediately. Inaction is often perceived as tacit approval. Even where a situation has already passed, support should be offered to those affected.

Responsibilities of Managers and Department and Team Leaders

In addition to the general obligation to comply with applicable labour and social law, all managers and department and team leaders have a duty of care that must be actively fulfilled. This also includes setting an example through their own

conduct, which has an important preventive effect. Transparent communication is recommended. In particular, measures that are taken out of necessity should be explained in a clear and comprehensible manner. Emotional behaviour is acceptable, but it should remain understandable and comprehensible to others and must stay within the bounds of respectful, professional conduct. Hierarchies and dependencies must be taken into account in every situation, as they significantly influence the scope for action available to those affected.

Furthermore, under the Equal Treatment Act, managers and department and team leaders are obliged to take remedial action in cases of discrimination as soon as they become aware of them and to inform the management. From the outset, it should be made clear what will happen in the event of a report and who may face which consequences. The commitment to taking action against discrimination, harassment, exploitation and abuse must be communicated repeatedly and demonstrated in practice.

3. Acknowledgement of and Compliance with the Diagonale Code of Conduct

Persons covered by this Code of Conduct must have read the Diagonale's guidelines and procedures, operating principles and other internal policy documents in their current versions and must commit to complying with them. The Code forms part of the contractual agreement and is signed by all employees. The **Diagonale Code of Conduct** is recommended to all visitors, invited filmmakers, cooperation partners and business partners. Failure to comply may result in disciplinary action, up to and including termination of employment or other relationships with the Diagonale.

4. Reporting Channels and Procedures in Cases of Suspected Misconduct or Conflict

In particular, this applies to suspected cases or conflicts involving:

- Abuse of power
- (Sexual) harassment, bullying, violence
- Intimidation, humiliation, insult
- Discrimination and other forms of unequal treatment
- Violations of the organisation's internal codes of conduct or serious violations of the law

Any person may report observations or suspicions informally. The first point of contact is generally the team or department management, the festival's senior management or a trusted person.

The following reporting channels are therefore available:

4.1. **Reporting to Supervisors or Employers:** In this case, the report is handled through an internal process involving the person's direct supervisors or employers. This process allows concerns to be addressed within the immediate working environment.

Specific Procedure

1. Report
2. Possible immediate protective measures
3. Initial consultation and gathering of information
4. Notification of internal bodies
5. Consultation with external advisers (specialist body or external experts)
6. Documentation
7. Internal or external clarification as to whether a violation has occurred
8. Protective measures for the person whose boundaries have been violated: separation, release from duties, and, where appropriate, termination of contract
9. Consequences for the person who violated those boundaries: warning, termination of contract, notification of the authorities
10. Follow-up: support for those affected/psychological and legal assistance; team discussions; review and revision of procedures

4.2. **Reporting via a whistleblowing channel established in accordance with the Austrian Whistleblower Protection Act (HSchG):** for employees to confidentially (and, wherever possible, anonymously) report misconduct. This channel applies to all of the violations listed above, but **in particular to**:

Violations of potential or actual compliance requirements (data protection, environment, finances, information security).

This whistleblowing channel is operated by an external person who is a member of the board of the association Forum österreichischer Film and who does not perform any operational role at the Diagonale. The channel can be reached via the following email address: meldung@diagonale.at
This channel guarantees the protection of the reporting person's identity and ensures that every report is handled with sensitivity and proportionality.

Specific Procedure

Submit a report to the email address stated above; no later than **5 days after submitting** your report, you will receive an initial response from us which serves not only as an acknowledgment of receipt but also as a confirmation that your report has been read. No later than **3 months after submitting** your report, we will inform you of the status of the investigation (enquiries and examinations) and the results of the investigation, or inform you of the reasons why we will not pursue your report further.

4.3. Procedure in Cases of Suspected Misconduct or Conflict DURING the Festival

During the Festival of Austrian Film, the same reporting channels are available. In addition, for the duration of the festival, an **awareness team from awaGraz** will also be present. Any person attending the festival as a visitor or employee who has concerns about a suspected incident or is themselves affected by a violation of the Code of Conduct may contact this team informally. The team can immediately initiate the procedure outlined above. If the team is not present in person, it can be contacted at awareness@diagonale.at. A telephone number through which the team can be reached will also be announced shortly before the festival.

In general, we encourage you, if you have concerns or uncertainties, to choose the reporting channel that feels most appropriate to you and not to hesitate to seek support. In addition to addressing the specific issue, you are also encouraged to seek advice from the **relevant contact or support service (see section 6)** in order to receive guidance on how best to deal with a particular situation. Every concern and perception is taken seriously and considered together in order to allow for an appropriate and fair assessment of the situation. **Concerns may also be raised anonymously.**

5. Communication

- Publication of the prevention policy on the Diagonale website
- Ongoing adaptation and further development of the Diagonale Code of Conduct
- Active communication of the policy to all persons working for the Diagonale and to visitors (see section 3)
- Training for employees on awareness and anti-discrimination measures
- Publication of additional advisory and support services (see below)

6. Additional External Points of Contact for Questions and Concerns Relating to Discrimination, Harassment and Abuse of Power, and in Cases of Acute Crisis or Violence:

#we_do! Anlauf- und Beratungsstelle
For everyone working in the Austrian film and television industry. Information and advice relating to discrimination and unequal treatment, abuse of power, sexual harassment and violations of employment law, prevention and intervention:
→ ombudsstellefilm.com
→ beratung@ombudsstelle.com

vera* – Vertrauensstelle gegen Belästigung und Gewalt in Kunst, Kultur und Sport
Supports people affected by harassment and violence, provides information about possible courses of action and assists them with the next steps:
→ vera-vertrauensstelle.at
→ kontakt@vertrauensstelle.at
+43 1 39 39 900

Gleichbehandlungsanwaltschaft
Advice and support for people who have experienced or witnessed discrimination, as well as for relatives, companies, organisations and persons in positions of responsibility:
→ gleichbehandlungsanwaltschaft.gv.at
+43 800 206 119

ZARA. Zivilcourage & Anti-Rassismus-Arbeit
Advisory service against online hate and racism:
→ zara.or.at
→ office@zara.or.at
+43 1 929 13 99

Frauenhelpline gegen Gewalt
Available daily, 24 hours a day, in many languages and anonymously:
→ frauenhelpline.at
→ frauenhelpline@aoef.at
+43 800 222 55

Männergesundheitsberatung
Counselling for men and boys:
→ men-center.at
→ kfn.men@gesundheitsverbund.at
+43 1 60191 5454

Points of Contact for Questions and Concerns Relating to Employment Law:

Arbeiterkammer
For all employment-law matters in the case of an employment relationship:
→ arbeiterkammer.at
+43 1 501 65

Gewerkschaft Younion
→ younionfilm.at
→ office@younionfilm.at
+43 1 31316 8300

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