

HOW WE WORK TOGETHER IN MAK



Culture: Embrace cultural diversity by fostering an inclusive culture where individuals from different cultural backgrounds feel valued and appreciated. Organize cultural awareness programs and events.

Gender: Ensure equal opportunities, fair treatment, and respect for individuals regardless of gender identity or expression. Encourage open dialogue and provide resources for gender diversity education.

Ethnicity: Foster an inclusive atmosphere where people of all races and ethnicities feel valued and respected. Implement anti-racism training and initiatives to address systemic inequalities.

Status: Uphold dignity and respect for all individuals irrespective of their professional or social status. Encourage teamwork and collaboration regardless of hierarchical positions.

Religion: Promote religious tolerance and understanding by accommodating religious practices and beliefs within the workplace. Encourage dialogue and celebrate religious diversity.

RESPECTFUL ENVIRONMENT TO:

Sexual Orientation: Create a welcoming environment where individuals feel safe to express their sexual orientation without fear of discrimination. Provide support networks and educate employees, volunteers, and members.

If you feel uncomfortable volunteering with MAK, reach out to the volunteer-responsible:
Anne Kathrine on ak@makomiteen.dk / 60904825
or
MAK board: fu@makomiteen.dk

Read the full code of
conduct on our webpage
www.makomiteen.dk

HOW WE WORK TOGETHER IN MAK



Harassment: Establish clear policies and procedures to address and prevent harassment of any form, including sexual harassment, bullying, or intimidation. Provide channels for reporting incidents confidentially and ensure swift and appropriate action.

Discrimination: Enforce strict policies against discrimination based on any protected characteristic, including but not limited to race, gender, age, religion, disability, or sexual orientation. Conduct regular training sessions to raise awareness and promote a culture of inclusion.

Hate Speech: Prohibit hate speech, including derogatory language or expressions that promote discrimination or violence against individuals or groups based on their protected characteristics. Provide education and training on respectful communication.

Retaliation: Ensure that individuals feel safe to report instances of harassment, discrimination, or any other misconduct without fear of retaliation. Take swift action against any form of reprisal towards whistleblowers or individuals who speak out against wrongdoing.

**ZERO
TOLERANCE
TO:**

Bullying: Prohibit any form of bullying, including verbal, physical, or psychological aggression towards colleagues. Implement anti-bullying policies and provide support mechanisms for victims.

If you feel uncomfortable volunteering with MAK, reach out to the volunteer-responsible:
Anne Kathrine on ak@makomiteen.dk / 60904825
or
MAK board: fu@makomiteen.dk

Read the full code of conduct on our webpage
www.makomiteen.dk

HOW WE WORK TOGETHER IN MAK



Collaboration: Encourage cross-functional collaboration and communication to foster synergy and achieve common goals. Recognize and reward collaborative efforts.

Learning: Support continuous learning and development opportunities for personal and professional growth. Foster a culture of curiosity, feedback, and improvement.

Confidentiality: Safeguard sensitive information and respect individuals' privacy rights. Establish clear protocols for handling confidential information and ensure compliance with data protection regulations.

Respect: Foster a culture of mutual respect where everyone's opinions, ideas, and contributions are valued.

Share: Encourage knowledge sharing, collaboration, and teamwork to leverage diverse perspectives and skills for collective success.

Diversity: Celebrate diversity and recognize its importance in driving innovation, creativity, and organizational growth. Actively recruit and retain a diverse workforce.

PROMOTE AND FIGHT FOR:

Integrity: Promote honesty, transparency, and ethical behavior in all interactions and decisions. Lead by example and hold individuals accountable for upholding ethical standards.

If you feel uncomfortable volunteering with MAK, reach out to the volunteer-responsible:
Anne Kathrine on ak@makomiteen.dk / 60904825
or
MAK board: fu@makomiteen.dk

Read the full code of conduct on our webpage

www.makomiteen.dk