

Anti-harassment Policy of ICIPR

The International Committee of Indigenous Peoples of Russia (ICIPR) is a collective of defenders of the rights of Indigenous Peoples of the Russian Federation. The Committee is founded on the principles of respect for human rights, dignity, non-discrimination, gender equality, respect for cultural diversity, environmental protection, and the safety of its members and partners.

1. Objective of the document and its coverage

ICIPR is committed to fostering a safe and inclusive environment in all its activities and workplaces, where the diversity, dignity, and perspectives of all individuals are valued and respected. As Indigenous Peoples are often exposed to explicit discrimination in their daily lives, it is particularly important to create a completely safe environment within ICIPR activities.

ICIPR's Anti-Harassment Policy aims to protect all ICIPR members and affiliates and to prevent any form of harassment in connection with ICIPR activities. If abuse does occur, the policy defines how a victim can act and outlines the responsibilities, procedures for addressing violations, and the measures that can be expected.

Compliance with this policy is mandatory for all ICIPR members and applies to all ICIPR-organised activities. All other individuals involved in ICIPR activities are also expected to respect this policy.

2. Definitions and terminology

Harassment

Harassment refers to any repeated or serious unwelcome behaviour - verbal, physical, or psychological - that targets an individual or group and creates a hostile, intimidating, or offensive environment.

Sexual harassment

Sexual harassment is unwelcome behaviour of a sexual nature that makes someone feel uncomfortable, intimidated, humiliated, or threatened. This may include inappropriate comments, jokes, gestures, touching, or requests for sexual favours.

Exploitation

Exploitation means taking unfair advantage of someone for personal gain. It often involves taking advantage of a person's vulnerability, power imbalance, or lack of resources (financially, sexually, or otherwise).

Abuse

Abuse is the misuse of power or control to harm someone. It can be physical, emotional, psychological, sexual, or financial, and often involves ongoing behaviour that causes injury, distress, or loss of dignity.

3. ICIPR position on sexual and other forms of harassment, exploitation, and abuse

ICIPR does not tolerate any form of harassment, exploitation, abuse, or reprisals. This includes sexual harassment, racism, xenophobia, homophobia, sexism, and any other form of discrimination, intolerance, or unequal treatment. All forms of harassment and aggression are strictly prohibited, including verbal (insults, whether spoken or written), physical (violence, unwanted touching, violation of personal space), and psychological (bullying or psychological violence). Abuse of power towards subordinates, including violence, aggression, harassment, or discrimination, is strictly prohibited.

ICIPR recognises and protects the freedoms of expression, advocacy, and legitimate public debate. Differences of opinion and criticism of ideas, policies, decisions, or public actions - including those relating to human rights and the advocacy of Indigenous Peoples - do not constitute harassment in themselves, unless they involve conduct prohibited under this policy.

ICIPR is fully committed to creating a safe and inclusive environment within the organisation and at all its events.

Everyone within ICIPR is responsible for ensuring that the Committee and its activities are free from harassment. However, the Board is responsible for overseeing the implementation of this policy.

4. Prevention

Prevention is essential to avoid abuse and violations. Raising awareness is a key element. Therefore, ICIPR commits to:

- Publishing this policy on its website;
- Attaching this policy to all ICIPR staff and consultant contracts and ensuring that everyone is familiar with and fully understands its content;
- Distributing this policy to all participants of ICIPR-organised events prior to their start;
- Presenting the policy at the beginning of any ICIPR-organised event and identifying the contact person for complaints during the event.

The ICIPR Board takes a proactive role in ensuring that all publications and communications on its website, social networks, and in the media comply with this policy.

In the event of complaints regarding specific texts, images, videos, or photographs, the complaint process is initiated as for a formal complaint. This also applies to rumours suggesting that someone experienced inappropriate behaviour but did not have the courage or means to file a complaint.

5. Complaint procedures

The ICIPR Board is responsible for handling complaints.

The Board shall acknowledge receipt of a complaint within seven (7) calendar days and aim to complete its review and issue a decision within sixty (60) calendar days. If additional time

is required, the complainant shall be informed of the reasons for the delay and the expected timeline.

ICIPR encourages all members and individuals involved in its activities to report any violations they experience or witness. The ICIPR Board will promptly begin verifying allegations and taking appropriate action.

Anyone wishing to report a violation is encouraged to act immediately by approaching the Chair, any member of the ICIPR Board, or the designated contact person announced at the start of the event. If complainants feel unable or uncomfortable submitting a complaint themselves, they may delegate reporting to a trusted person.

ICIPR prioritises complaints of policy violations and handles them without delay. The Board leads investigations and is obliged to conduct them with due care and full respect for the complainant. The process includes hearing all parties involved, collecting testimonies, and considering evidence. The Board will take all necessary measures to protect the complainant against reprisals. Where possible, complainants should provide evidence and testimonies.

The Board must ascertain whether allegations are substantiated to prevent unfounded accusations. After hearing all parties, the Board will decide on appropriate measures to prevent further violations and determine possible remedies.

If a Board member is accused of violating the policy, they are excluded from the decision-making process. The Board shall convene without the accused member and appoint an independent committee to investigate the accusation and take action.

Anyone involved in the investigation or decision-making process who has a personal, family, professional, financial, or political relationship with any party involved must declare this conflict of interest and withdraw from the process.

A complainant who is not satisfied with the process, the measures taken, or in cases where violations continue, may appeal to the Board. The Board must then appoint a committee of three independent individuals who are not Board members to review the complaint. This committee may:

- Uphold the complaint;
- Overturn the Board's decision;
- Request the Board to review its decision;
- Propose measures and remedies; or
- Reject the complaint as unsubstantiated.

If the committee proposes measures and remedies, the Board retains responsibility for making the final decision.

ICIPR encourages all individuals to use this internal process. However, everyone is free to file a complaint with an ombudsman (where available) or submit a criminal complaint to the relevant authorities before, during, or after the ICIPR complaint procedure. The Board also recommends this option for complainants who remain dissatisfied. ICIPR is committed to cooperating with relevant authorities to find a resolution.

The ICIPR Board strives to ensure that complaints are resolved fairly and promptly.

6. Measures and Sanctions

If a complaint is substantiated, the Board will determine appropriate measures and consider sanctions. These may include:

- If the violation is considered minor and the result of an error or misunderstanding, facilitating a discussion between the parties to achieve mutual understanding and reconciliation;
- If the violation is considered serious, conducting the full procedure described in this policy and applying appropriate measures and sanctions;
- Monitoring the complainant's wellbeing throughout the process and responding immediately if the complainant faces intimidation, reprisals, or requires mental health or other support.

Depending on the severity of the breach, the Executive Board may impose the following sanctions:

- Restriction or suspension of access to work email during the investigation;
- Verbal or written warnings;
- Suspension of employment and/or membership;
- Dismissal;
- Expulsion from ICIPR membership;
- Referral of the case to the relevant criminal authorities.

The Board keeps a confidential record of incidents, including details of measures or sanctions applied. This record is securely stored and accessible only to the Board. Both the complainant and the respondent have the right to access the record and provide comments, which will also be documented.

After assessing the conduct of the sanctioned individual, the Board may decide to lift sanctions. The complainant will be informed of such decisions.

7. Monitoring and Evaluation

The Board monitors the implementation of this policy and may independently initiate procedures in response to violations.

The Board is responsible for implementing decisions and ensuring that the behaviour that caused the conflict ceases.

ICIPR is committed to regularly reviewing this policy and revising it if it proves ineffective in preventing and addressing cases of harassment and abuse.

Approved by the ICIPR Executive Committee on 22 June 2026.