

Humánný pokrok's Reporting of Programs, Financials, Leadership, and Culture (2022)

This document contains responses written by the charity. ACE has made no content changes other than the removal of confidential information.

PROGRAM 1

Program name: Fur farming

Date commenced (approximate month & year): June 2018

Program description:

Our fur farming program is focused on abolishing fur farming and therefore covers minks, foxes, raccoon dogs, chinchillas and other so-called fur animals. It operates in Slovakia but it was established with the intention of enabling EU-wide fur farming ban and later EU-wide fur sales ban. In order to achieve that, we joined Fur Free Alliance and Eurogroup for Animals, with which we run international campaigns to ban fur farming (and discuss campaign strategies and tactics with their members), and we also collaborate with similar groups in our neighboring countries like VGT, OBRAZ, Otwarte Klatki, and we also get all local major animal charities on board. Our strategy is based on running public campaigns (preferably involving investigation footage) collecting petition signatures, which we then use to pressure politicians and force legislators to change policy and legislation.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

Yes. As explained above, members of EfA and FFA, with most intense exchange with OBRAZ, VGT, Otwarte Klatki, with which we mostly exchange knowledge about successful campaign strategies and tactics. We are trying to involve Sloboda zvierat and Zvierací ombudsman in our national campaign efforts at least as signatories of our demands, or in lobbying efforts. And with Sloboda zvierat, we are currently working together on Fur Free Europe ECI campaign and we try to coordinate our signature collection and media work.

Program achievements:

See Humánný pokrok's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here: EUR

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projection For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	600	700	1873	4000	5000	5000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

We want to expand our program for the duration of the ECI Fur Free Europe campaign, in order to have at least a part-time campaigner capacity dedicated to this campaign and to be available for the lobbying during the steps following the delivery of signatures to the European Commission. We don't have many relevant corporate targets in Slovakia, and goals transgressing the EU border seem to be too distant for a non-profit organization in Slovakia, so in case of success of the Fur Free Europe campaign, we would probably dismantle the program afterwards.

PROGRAM 2

Program name: Hen and chicken welfare

Date commenced (approximate month & year): June 2017

Program description: Our hen welfare program is focused on improving the welfare of hens and chickens ultimately leading to the end of the egg and broiler industry. The program is based in Slovakia, but as members of the Open Wing Alliance and Eurogroup for Animals we are actively involved in campaigns reaching out all over Europe and World. We cooperate with regional groups like VGT, OBRAZ, or Otwarte Klatki mostly during our campaign preparation and when sharing knowledge, and we try to involve local animal and non-animal charities in our local campaigns at least as signatories of our demands from companies and government or when possible as active participants. We focus on mobilizing public support with investigation footage in order to collect signatures for petitions. We follow-up with corporate outreach

accompanied by both pressure tactics and negotiations. And then on local and EU legislative campaigns utilizing mostly lobbying to achieve legislative change.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

Yes. EfA and OWA are our main coalitions we use to coordinate international efforts and share knowledge and experience. OBRAZ, VGT and Otwarte Klatki are our regional partners with which we share more intensely and occasionally work on common goals. Locally we try to involve Sloboda zvierat and Zvierací ombudsman in our campaign asks and efforts. Also, we are members of the advisory committee of OWA.

Program achievements:

See Humánny pokrok's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here:

EUR

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projection For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	27171	25986	27800	81000	90000	110000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

We have made a lot of progress with our corporate outreach campaign and we are now focusing mostly on the legislative follow-up aiming to achieve a ban on cages for laying hens in Slovakia. The political landscape became very unstable, which will mean the campaign will take longer than planned, even though we made a lot of progress so far. This will require us to expand our staff by at least one new full-time legislative campaigner. The moment we will have the ban on cages passed, we will shift our corporate outreach focus on broiler welfare, and legislative outreach on chick culling. We expect the broiler welfare campaign to continue beyond the scope of the projection. But in case of rapid progress, we would move on to establishing a broiler labeling scheme, which will be a stepping stone towards a ban on the farms with the lowest level of welfare.

PROGRAM 3

Program name: Fish welfare

Date commenced (approximate month & year): November 2020

Program description: Our fish program is focused on improving fish welfare and leading to decreased fish consumption and ultimately to end of fish exploitation. We are starting in small scale with focus on the locally most abused fish - carp - in order to enhance the ability of people in Slovakia to empathize with fishes in general and then we will focus on fish species raised in larger numbers abroad and on an international level. We are coordinating our work with local organization Sloboda zvierat and as members of Eurogroup of Animals and Aquatic Animal Alliance, we are trying to share knowledge and experience and engage in international efforts too. We are currently focusing on publishing investigation footage, mobilizing public support through petition signature collections, and on pressuring companies to end live carp sales, which will be later followed by a legislative campaign focused on ban on the practice.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

Yes. As members of EfA and AAA we exchange knowledge and experience, with Sloboda zvierat we coordinate our efforts and asks from companies. We also get a lot of information particularly from organizations in Poland, such as CIWF Polska and Otwarte Klatki.

Program achievements:

See Humánny pokrok's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here: EUR

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projection For entirety of 2022	Projection For 2023	Projection For 2024
Expenses		5526	1186	10000	12000	25000

[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

[REDACTED]

PROGRAM 5

Program name: Vegan food festival

Date commenced (approximate month & year): July 2009

Program description: Our oldest program is the biggest Vegan food festival in Slovakia, which is also one of the biggest food festivals in Slovakia. Its primary goal is to support both the supply of and the demand for vegan foods in the food and restaurant industry in Slovakia, by supporting local plant-based and vegan-friendly food businesses and providing positive experience with vegan food to individuals, with an added value of media exposure for the topic of sustainable and ethical vegan diet and animal welfare.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?
No.

Program achievements: See Humánny pokrok's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here: EUR

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projections For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	2756	2028	1527	18000	40000	60000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

The COVID-19 pandemic hit the festival hard and at its peak, when it was happening in 5 cities in 2019 attracting over 30 000 visitors that year. We want to get back to the pre-pandemic levels and utilize the festival both for its primary goal, including supporting vegan restaurants in their post-pandemic struggles, and for our fundraising efforts too. We will be starting with a single event and we want to expand mostly in 2023 and 2024 as quickly as the market allows us, with a long-term goal to have a vegan food festival in every major city of Slovakia at least once a year and multiple times in the capital city. In smaller cities, the festival still has much to offer in a way of boosting the plant-based alternatives market, but in the capital, it is becoming more of a PR and fundraising effort, supporting our other work.

PROGRAM 6

Program name: Plant-based outreach

Date commenced (approximate month & year): April 2018

Program description: Our plant-based program outreach program focuses on food-system transformation, utilizing both corporate outreach and individual diet change in Slovakia in order to increase both the demand and the supply of plant-based alternatives. It was founded in order to utilize the environmental argument against industrial animal agriculture, and to allow us to push companies towards plant-based transformation under this brand while still being able to pressure them with welfare demands in other campaigns simultaneously. Therefore the

program is run under its own separate brand (Jem pre Zem), without directly associating itself with Humánný pokrok. This program covers a 30-day plant-based challenge, a food business conference, retail ranking, and it is engaging with campaigns focused on achieving institutional change both locally and internationally. For this, we are utilizing our membership in Eurogroup for Animals and we collaborate with Otwarte Klatki, OBRAZ, Albert Schweitzer Stiftung and occasionally ProVeg.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

Yes. EfA and ProVeg for EU-wide and international legislation and policy change efforts, Otwarte Klatki/Anima International and OBRAZ for the conference we are running together, ASF coordinates the retail ranking efforts.

Program achievements:

See Humánný pokrok's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here: EUR

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projections For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	8292	15715	9343	35000	41000	50000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

We expect that this program has a long future ahead of itself and the core of its impact lies years ahead of us. Therefore we are now focusing on building the infrastructure that will allow us to broaden our impact in the future. We plan on expanding the paid staff by a full-time corporate outreach specialist as soon as we will be able to secure additional funding for the program. We are also planning to focus more on alternative proteins and particularly cultivated meat and expand our policy and legislation work in order to speed-up plant-based transformation of the food system both in Slovakia and the EU.

PROGRAM 7

Program name: Movement building

Date commenced (approximate month & year): July 2009

Program description: The goal of the program is to build an effective animal advocacy movement in Slovakia by recruiting and training activists, indoctrinating them with values and principles that will support cooperation and creation of a sustainable organizational ecosystem in the country and which would allow us to build not only our organization but also future local coalitions. We organize regular recruiting sessions in each regional capital of Slovakia, train activists in basic advocacy and campaign skills, maintain local activist groups in regional capitals, and train and involve activists in the work of almost every team of our organization. We are exchanging experiences with OBRAZ and Otwarte Klatki and thanks to the Open Wing Alliance mentorship program, we were able to support the efforts to establish a volunteer program in Kafessiz Türkiye.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

Yes. We exchange knowledge and experience mostly with Otwarte Klatki and OBRAZ, but in general also with the broader community

Program achievements:

See Humánný pokrok's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here:

EUR

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projections For entirety of 2022	Projection For 2023	Projection For 2024
Expenses	7568	9175	6716	19000	20000	33000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

We are in a notorious lack of funding and therefore a major part of our work is done by our activists. They are crucial for our capability to sustain all of our programs and to be able to run pressure campaigns. We are expanding the program in order to launch local events in each regional capital that will help us attract more new activists and volunteers, which we will gradually involve in the work of our organization. We also want to expand our training program and train activists in more of the necessary skills, and we want to establish a leadership training program which will train volunteers to lead and manage their own teams effectively. Which will eventually also provide us with a great pool of future staff recruits. We also want to recruit an extra part-time HR specialist to handle the expansion of training programs.

PROGRAM 8

Program name: Media work

Date commenced (approximate month & year): June 2018

Program description: The goal of this program is to amplify our reach by expanding our abilities to communicate our work to the public through old and new media. This is crucial for all of our efforts, ranging from corporate and legislative campaigns, through diet change campaigns, vegan food festival promotion, up to fundraising and recruiting. This program supports the rest of the programs and specializes in expanding our knowledge and skills in working with mainstream media, social media networks, newsletters, and with producing our own content. We are working on expanding our capacity to deepen our relationships with journalists in order to increase the coverage of animal welfare issues and to be able to push specific topic directly to people working in media.

Do you collaborate with other organizations for this program? yes/no [if yes] Which organizations do you collaborate with, and what is the nature of their involvement?

Yes. Occasional knowledge exchange with OBRAZ and Otwarte Klatki, and in general with EfA, OWA and FFA.

Program achievements:

See Humánny pokrok's Program Outputs document.

Program expenses: Please indicate the currency you are referring to here: EUR

For the projected numbers in this section, please answer under the assumption that your ACE recommendation status (and therefore the amount of ACEinfluenced funding your organization receives) will stay the same. If you have not yet produced detailed plans, simply provide your best estimates.

	First 6 months of 2021	Last 6 months of 2021	First 6 months of 2022	Projections For entirety of 2022	Projection For 2023	Projection For 2024
Expenses			3264	16000	36000	60000

Program plans: Do you plan to maintain, expand, or shrink this program between now and the end of 2024? Please elaborate, and include any plans to bring on new hires.

We are currently expanding this program by hiring a full-time media manager and a full-time social media manager. We want to expand the program significantly, but our more conservative plans for expansion count on hiring an extra social media manager with advertising expertise to focus on improving our social media advertising and conversion funnels. We also want to expand our ability to create more effective campaign websites by either recruiting an internal web designer and developer, or by becoming able to pay for professional services outside our organization.

This program is our weakest point and has the biggest room for improvement. That means that a lot of our work and major victories have gone largely unnoticed by a large part of the population and institutions. This has detrimental effects on our individual fundraising efforts too.

(Optional) Is there anything else you would like us to know about your programs?

We have started more programs that we can afford to fully staff at the moment, because we are creating infrastructure for the future in order to be able to meet our strategic goals and achieve impact in the most important areas for the years to come. Especially the fish welfare program needed to be started years before we could get engaged with broader fish welfare issues, due to the seasonal character of the local live carp sales. Therefore we are spread thin in some places. We have a long term plan to start an insect welfare program, but we do not plan to launch any new program in the upcoming years. Therefore we are now focusing on stabilizing our growth, fully staffing all the major programs and get maximum out of our current infrastructure and then continue to develop it more.

Where are your headquarters located?

Slovakia

Do you have any subsidiaries in other countries? yes/no [If yes] Which countries?

No.

Are your subsidiaries financially independent? yes/no/other (elaborate)

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Do your subsidiaries have independent boards of directors? yes/no/other (elaborate)

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Who are the decision makers for local programs carried out by your organization's subsidiaries?

Which accounting method do you use or did you use in the following years?

2020	Cash-basis accounting
2021	Cash-basis accounting
2022	Cash-basis accounting

[If other] Please elaborate, if possible:

Please indicate the currency you are referring to here: EUR

Please complete the following table about your organization's annual financials. If available, attach the corresponding tax forms (e.g., Form 990 in the U.S.) for each year. For all projected numbers, please answer under the assumption that your status with ACE (Top Charity, Standout Charity, or not currently recommended) will stay the same. If you project a sizable increase or decrease in revenue in 2023 and/or 2024 that may appear to diverge from your current trajectory, we ask that you briefly comment with an explanation below. These figures will assist us in understanding the overall health of your charity's financials, such as revenue diversity and sufficiency of reserves, as well as your existing plans for expansion.

	2020	2021	MidYear 2022	Projection For 2022	Projection For 2023	Projection For 2024
Total Revenue (sum of the 4 below)						
- Revenue from donations	142,470.90	195,866.04	151,003.58	260,600.00	320000	400000
- Revenue from own work (earned income)	6,509.65	3,497.98	5,760.36	7,000.00	7000	9000
- Revenue from capital		4000		10000		

investments (investment income)						
- Revenue (other)	3,525.31	48.72		24,700.00	45000	65000
Total Expenditures	146,027.06	194,981.08	97,580.87	274,390.00	349000	465000
- Expenditures specifically for starting new programs						
Financial Assets (i.e., cash, savings, investments, etc.)	86,190.54	120,112.08	179,252.85	120,000.00	190000	220000
Nonfinancial assets > \$10,000 USD						
Liabilities (if any)	3,211.13	9,632.93	529.79	750.00	0	0

If available, attach the corresponding tax forms (e.g., Form 990 in the U.S.) for each year.

You can upload multiple files through one file upload if the files are compressed into a ZIP file before uploading.

What is the total share of funding sources from large donations (>20% of funding)? Specify the funding source, if possible.

83 % - 26 % Centre for Effective Altruism, 57 % The Humane League

Do you have any significant restricted donations? [If yes] Please elaborate.

Yes. I am not sure about the question, but majority of our funding are grants, which are all restricted. If you mean individual donations with restrictions, we do not have those.

If you reported expenditures specifically for starting new programs in the table above, please elaborate.

If your expenditures reported in the table above include significant costs that are not directly related to programs (e.g., administration expenses, wages, or training), please elaborate.

Most of our expenses are wages and we need to keep up with the projected inflation rate for the upcoming years, which is still over 10 % in 2022 and 2023 and over 5 % in 2024. On the top of that, we need to raise our wages by at least 50% in the upcoming years in order to become able to switch from contracts to regular employment and to raise wages to competitive level in order to be able to recruit external specialist. Therefore we are trying to gradually get there by raising wages annually.

Do you have a significant percentage of assets that would be difficult to liquidate to meet cash needs within one year? [If yes] Please elaborate.

No.

(Optional) Is there anything else you would like us to know about your financial situation?

If you received additional, unexpected funding of \$200,000 USD, how would you allocate it across each of your current programs, any new programs, and/or other plans for expansion, on top of the projections submitted in the previous section?

- 20 000 USD for the fur farming program for campaign expenses for the Fur Free Europe campaign.
- 30 000 USD for the chicken/hen welfare program as advertising support.
- 55 000 USD for the fish welfare program in order to hire a full-time campaign manager for 2 years and for advertising support
- 30 000 USD for the plant-based program for advertising support both for the legislative campaign and for the plant-based challenge.
- 45 000 USD for the media program for hiring an extra full-time social media manager
- 20 000 USD fundraising campaign expenses and management

If you received \$1,000,000 USD of additional, unexpected funding, how would you distribute it among i) each of your current programs, ii) any new programs, and/or iii) other plans for expansion, on top of the projected expenditures reported in the previous section?

- 70 000 USD - hiring a legislative campaigner for the duration of Fur Free Europe campaign and covering advertising expenses for the fur farming program
- 160 000 USD - for a hen/chicken welfare program for hiring a welfare specialists and covering advertising expenses
- 170 000 USD - fish welfare program for hiring a campaigner and a corporate outreach specialists, and covering advertising expenses.
- 170 000 USD - plant-based program for hiring two full-time specialists to cover lobbying and cultivated meat campaign, and covering advertising expenses.
- 70 000 USD - movement building program for hiring a full-time HR specialist and covering expenses for recruiting sessions and advertising.
- 240 000 USD - media program for hiring 4 extra social media managers and 1 digital advertising specialist.
- 120 000 USD - fundraising and management.

These numbers cover also our full transition from contractual work to standard employment covered by labour code and towards competitive wages (keeping up with the projected average wage in the capital city adjusted for inflation), which would allow us to hire experts in their fields (especially in media work and fundraising).

Please list the key members of your organization's leadership team, including i) their name, ii) their role, and iii) the number of years they've worked at your organization.

- Martin Smrek, president and director, 13 years;
- Monika Kleinová, volunteer coordinator, 3 years and 6 months;
- Petra Šuhajová, fundraiser and financial manager, 3 years and 5 months;

- Marian Milec, coordinator of program Jem pre Zem, 3 years and 3 months;
- Miroslava Roháčová, corporate outreach manager, 1 year and 4 months;
- Lucia Tupá, campaigner, 3 months.

Have you had a leadership transition in your Executive Director role (or equivalent) since the beginning of 2021? [If yes] Please describe the transition process.

No.

Please provide a complete list of your organization's current board members. If this information is available online, you may simply provide a link to the web page.

Martin Smrek, Frederika Fratričová, Monika Kleinová, Petra Šuhajová, Marian Milec

What kind of legal entity is your organization?

We are a registered civil association, which is one of the four legally recognized types of non-profits in Slovakia. It is the least regulated one which is the default option for most of the groups who want to become more formal. We are by default tax-exempt and we can engage in political lobbying without losing this status.

How would you describe the organizational structure of your organization?

We are currently finishing our transformation into a matrix structure, where people are always members of two main teams - their department, based on specialization (fundraising, campaigning, corporate outreach, media, etc.) and their project team to which they are currently assigned as a specialist (fur farming ban campaign, retail ranking, vegan food festival, broiler campaign, etc.). The departments have their heads which are responsible for training and managing the staff and activists in respective specializations and allocate them effectively in project teams. The project teams are led and managed by project managers, which are then managed by program managers with deeper expertise in their program areas (animal welfare, plant-based market etc.). The program managers and department heads are all part of the senior management, which is led and managed by the director. Parallel to that, we have regional structures with local cells in each regional capital, that meet weekly, engage in local street activities, and include all activists and staff from that region.

How many full-time staff, part-time staff, and contractors are currently employed/contracted by your organization? Please specify staff numbers by country subsidiary, if applicable.

We currently have 11 full-time and 2 part-time staff, however they are employed as contractors at the moment (a business license - a common form of employment in nonprofits in Slovakia, but with multiple drawbacks).

How many volunteers working at least five hours per week are currently affiliated with your organization?

50

What strategies do you use to learn about staff morale and work culture (e.g., staff surveys, in-person check-ins, suggestion boxes, etc.)?

We have weekly one-on-one 60 minutes calls during which each staff member (activists have only 30 minutes) can discuss whatever they deem important, ranging from operational day-to-day issues, problems, future plans, or personal troubles. We have quarterly evaluation calls, during which we provide a space for providing feedback about how they feel about their relationship with their direct manager, about the teams they work in, and about the organization as a whole. We include an explicit ask for criticism and negative feedback so we can improve. We also imply that if the person wants to change their direction, position, or leave the organization for any reason, this is the best place to discuss it. We distribute two sets of surveys at the end of each year focused on activist/staff satisfaction levels with their positions and their perception of the organization and leadership.

Please indicate the following policies for which your organization has a written commitment:

Have formal policy	A formal compensation policy to determine staff salaries
Have formal policy	Paid time off
Have formal policy	Sick days and personal leave
Have formal policy	Healthcare coverage
Have formal policy	Paid family and medical leave
Have partial policy / informal policy	Clearly defined essential functions for all positions, preferably with written job descriptions
Have formal policy	Annual (or more frequent) performance evaluations
Have formal policy	Formal onboarding or orientation process
Have partial policy / informal policy	Training and development available to each employee
No policy	A simple and transparent written procedure for employees to request additional training or support
Have formal policy	Flexible work hours
Have formal policy	Remote work option
No policy	Paid internships
Have formal policy	A clearly written workplace code of ethics/conduct
Have formal policy	A written statement that the organization does not tolerate

	discrimination on the basis of race, gender, sexual orientation, disability status, or other irrelevant characteristics
Have formal policy	A simple and transparent written procedure for filing complaints
Have formal policy	Mandatory reporting of harassment and discrimination through all levels, up to and including the board of directors
Have formal policy	Explicit protocols for addressing concerns or allegations of harassment or discrimination
	Documentation of all reported instances of harassment or discrimination, along with the outcomes of each case
No policy	Regular training on topics such as harassment and discrimination in the workplace
Have formal policy	An anti-retaliation policy protecting whistleblowers and those who report grievances

Is there anything else you'd like us to know about your organization's human resources policies?

We also have a policy for using a gender sensitive language in all of our internal and external communication. We are also a fully remote organization with only the local groups meeting in person by design.