

Declaration of the Principles of a Safe Working Environment

Institute of Sociology of the CAS

The Institute of Sociology of the Czech Academy of Sciences (IS CAS) subscribes to principles of conduct and behaviour which, in line with the latest knowledge and standards regarding working conditions in science and research at the European level, ensure a safe environment for high-quality, sustainable and independent research activity. A safe working environment is understood as a workplace where all individuals and groups can work without fear of violence, discrimination, bullying and other undesirable influences, and where their dignity is safeguarded.

Principles of a safe and fair working environment at IS CAS

1. Principles of respect and dignity

- Everyone has the right to dignified, respectful and fair treatment, regardless of:
 - professional position, type of contract, or length of experience,
 - sex, gender identity, age, origin, health status, religion, sexual orientation or other characteristics.
- We do not tolerate:
 - demeaning and disrespectful language,
 - humiliation, mockery, ridicule, insults, or deliberate ignoring,
 - undermining an individual's professional or personal integrity.

2. Zero tolerance of bullying, harassment and discrimination

- We apply zero tolerance towards:
 - mobbing, bossing and other forms of bullying,
 - sexual and other harassment or violence,
 - discrimination in any form.

3. Psychological and social safety

- We strive for an environment where people:
 - are not afraid to ask questions, express their opinions or point out mistakes,
 - can openly share a dissenting view without fear of sanctions or ridicule.
- We promote a culture of:



- open and factual discussion,
- separating criticism of an issue from a personal attack.

4. Role of leadership (of the departments/research teams/projects/the Institute)

- Managers and leaders are responsible for the social climate within the team and the Institute.
- Leaders are expected to:
 - lead by example in respectful behaviour,
 - respond promptly to signs of bullying, conflicts and unfair treatment,
 - actively support equal opportunities and transparent decision-making,
 - create space for safe upward feedback.
- Leaders must not abuse their position for:
 - exerting pressure, intimidation, or “punishing” inconvenient opinions,
 - personal attacks or disadvantaging specific individuals.

5. Responsibility of every employee

- Every employee is responsible for:
 - their own behaviour,
 - contributing to a safe and respectful atmosphere.

Formal anchoring of the principles at IS CAS

The principles of a safe and fair working environment at IS CAS are upheld and practically ensured in particular through the Gender Equality Plan of IS CAS, the Code of Conduct of the Czech Academy of Sciences, and the activities of the Ombudsperson of the Czech Academy of Sciences.

Gender Equality Plan of IS CAS

The Gender Equality Plan of IS CAS is a tool that supports gender equality in research, development, and human resources management. It also includes measures against gender-based violence, including sexual harassment, as well as other inappropriate forms of behaviour (e.g. bullying, bossing, mobbing). As part of measures to support a safe working environment, a survey was conducted at IS CAS, providing specific prevalence data that the committee used to develop the Gender Equality Plan (GEP). Within individual GEP cycles, such questionnaire surveys focusing on the prevention of gender-based violence, sexual harassment and other inappropriate workplace behaviours will be conducted regularly. The Institute of Sociology of the Czech Academy of Sciences will continue, through the Gender Equality Plan, to strive to implement functional and effective measures against gender-based violence and its forms and manifestations, as set out in the Code of Conduct of the Czech Academy of Sciences.



Sciences.

More information about the Gender Equality Plan is available [here](#).

Code of Conduct of the Czech Academy of Sciences

The Code of Conduct of the Czech Academy of Sciences, approved by the Academy Council on 30 April 2024 and effective as of 1 July 2024, is a document that sets out principles of non-discrimination and expected conduct for employees of the Czech Academy of Sciences. The Code of Conduct addresses the current needs of persons conducting research in CAS workplaces and aims to ensure safe working conditions for everyone. It defines respect and non-discrimination as fundamental principles of workplace conduct and specifies manifestations and forms of violence, harassment, bullying and gender-based violence that are considered unacceptable. IS CAS subscribes to the Code of Conduct of the Czech Academy of Sciences and regards its principles as binding for all persons employed at IS CAS.

More information about the Code of Conduct of the CAS is available [here](#).

Ombudsperson of the Czech Academy of Sciences

The Ombudsperson protects employees of the Czech Academy of Sciences, students, and external collaborators from undesirable behaviour, regardless of their employment status or relationship. This role aims to strengthen a culture of mutual respect and responsibility so that the Czech Academy of Sciences can fulfil its mission as effectively as possible. The CAS Ombudsperson addresses specific situations involving undesirable behaviour and actively contributes to the development of preventive measures. The outputs of the Ombudsperson's work are of a recommendatory nature.

The Ombudsperson in particular:

- raises awareness of a safe working environment and ways to prevent undesirable behaviour, among others through education,
- assists and counsels those who contact them; where necessary, refers them to other relevant bodies or institutions,
- reviews submissions from persons working at CAS and its workplaces, including on their own initiative if there is a reasonable suspicion of undesirable behaviour,
- may request information from CAS bodies and employees or CAS workplaces necessary to review a submission,
- proposes measures to address specific submissions,
- proposes long-term systemic measures with a preventive effect.

Undesirable behaviour addressed by the Ombudsperson

The Ombudsperson deals with a broad range of undesirable behaviour as defined primarily in the CAS Code of Conduct, including in particular:

- disrespectful behaviour,



- discrimination,
- violence, harassment and bullying,
- gender-based violence and harassment,
- abuse of a managerial/supervisory position.

More information about the Ombudsperson's activities is available [here](#).

Addressing undesirable behaviour and reporting procedures

If you experience undesirable behaviour at IS CAS or witness it, please get in touch with the Ombudsperson of the Czech Academy of Sciences. Submissions are accepted in any form, and you may also discuss the matter in person first, especially if you have doubts or questions. **Further information is available [here](#).**

CONTACT:

Ing. Dana Plavcová

Email: ombudsmanka@kav.cas.cz

[Online form for submitting](#) a report via the FaceUp platform. In the form, select the category "Submission for the Ombudsperson".

Phone: 221 403 483, 731 488 900

Office: Office of the Czech Academy of Sciences, Národní 3, Prague 1, Office 209/17 (by prior arrangement)

This Declaration was approved by Mgr. Jindřich Krejčí, Ph.D., the Director of the Institute of Sociology of the CAS, on June 8, 2026.

