



Standard clause developed by the SINDICATO DOS BANCÁRIOS DO NORTE (Northern Bank Union)

EQUALITY AND CONCILIATION OF PROFESSIONAL AND FAMILY LIFE

Article 1. Equality and conciliation of professional and family life

Institutions must guarantee the right to reconcile the work and family lives of workers, promoting equal treatment.

Article 2. Guarantee equal opportunities and non-discrimination among workers

2.1 Labor relations in enterprises should be guided by non-discrimination based on gender, race, language, place of origin, religion, political or ideological convictions, education, economic status, social status or sexual orientation.

2.2 Standards or practices that directly produce an unequal and unfavorable treatment to a person based on gender are considered a direct form of discrimination.

2.3 Whenever a provision, criterion or apparently neutral practice can put a person, on the basis of a discriminatory factor, at disadvantage towards others, it can be considered an indirect form of discrimination, unless that provision, criterion or practice are objectively justified by a legitimate aim and the means to achieve that aim are adequate and necessary.

2.4 The institutions will make efforts to achieve equal opportunities in all their policies, including gender equality, by developing measures to avoid any sort of discrimination in the workplace between men and women.

2.5 Institutions should set objectives and criteria of equal treatment in relation to pay, job classifications, promotions, training and awards for performance.

2.6 In career progression and promotions, preference should be given to workers of the less-represented gender, as well as single parents.

Article 3. Protection against domestic violence

3.1 In relation to the victim of domestic violence, provided they are duly confirmed by the health, social or any other recognized institution's services in this area, the institution should consider the following:

3.1.1 arrange, whenever the victim requests it, to change the workplace until the problem is solved.

3.1.2 after the end of the process the victim may choose to return to the previous place of work or stay in the current one. In this case the victims of domestic violence will always have priority.

3.1.3 in the case of absences or tardiness for work caused by physical or psychological violence resulting from domestic violence are considered justified when duly attested by the competent health services.

Article 4. Preventing harassment

4.1 Harassment is perceived as any unwanted behavior, namely any behavior based on a discrimination factor, displayed when accessing employment or at work or training, with the purpose or effect to disrupt or embarrass the person, affect their dignity, or to create an intimidating, hostile, degrading, humiliating or offensive environment.

4.2 Any unwelcome behavior of sexual nature, be it verbal or physical, with the purpose or effect referred to in the preceding paragraph, can be considered sexual harassment. (Transcript of point 1, 2 of article 29 of the Labour Law)

4.2 The institution must provide an adequate work environment free of any behavior inducing any characteristics of harassment.

4.3 In order to prevent harassment, the institution should establish codes of conduct and best practices while promoting information and specific training in this area.

4.4 Whenever there is a complaint, the institution should endeavor to keep the victim away from the aggressor.

4.5 The complaint should be immediately communicated to worker-representative organizations.

4.6 The process should take place within a maximum period of 10 days in order to minimize damage either to the institution or to workers.

4.7 Due to the frequency of incidence in these cases of harassment the institution shall take steps to create conditions so that they do not recur.