

## Liite 3 Anti-racist Clause

**T**he Independent Contractor wishes the following clause to become an integral part of the agreement concluded between them and the Employer (or client / customer / contract owner).

- 1:** In the event that the Employer or one of his/her/their employees expresses himself/herself/themselves in a racist manner within the context of the production agreed upon in this contract towards one of the parties involved in the production (including the independent contractor), upon notification of the incident by the independent contractor, the employer commits himself/herself/ themselves at his/her/their own expense to hold a workshop or a training or similar measure with his/her/their employees which shall contribute to the clarification on racist structures and racist choice of words.

Racism can also occur in the form of discriminatory actions.

**a:** Definition Racism: any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.<sup>1</sup>

**b:** A statement within the meaning of this agreement is considered racist if the person concerned feels discriminated against or offended by it and if a connection can be established between the statement and the definition given in No. 1a.

- 2:** If the Employer is at fault in failing to comply with the commitment with regard to one of the aforementioned measures, the Independent Contractor shall be entitled to withdraw from the contract. The remuneration shall then be paid pro rata for the work which has already been performed.
- 3:** Any confidentiality clauses that may have been agreed on in this agreement shall not apply to this "anti-racism clause".

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<sup>1</sup>) *UN International Convention on the Elimination of All Forms of Racial Discrimination.*