

Code of Conduct

The Finnish Startup Community and its members are bound by a collective set of Commitments of Action pertaining to serious misconduct and ethical violations in the workplace. Community members are expected to uphold these codes and guidelines for themselves and any individuals involved in their activities.

The purpose of this Code of Conduct is to proactively prevent and effectively address instances of serious misconduct and ethical violations in the workplace through a shared commitment. In the event that a person or company is suspected of engaging in serious misconduct or ethical violations, as defined in this Code, involving one or more individuals, the company is dedicated to openly addressing the situation and implementing appropriate corrective measures.

The following acts are punishable and strictly prohibited within the Community:

- a) Engaging in behaviours within the work environment that cause harm or pose a threat to the well-being of an employee or any other member of the community, in violation of the ethical standards of the workplace.
- b) Engaging in racist or discriminatory behaviour. Racism encompasses any form of discrimination, exclusion, or preferential treatment based on race, skin colour, lineage, national or ethnic origin, or similar factors, which aim to negate or limit the equal recognition, enjoyment, or exercise of human rights and fundamental freedoms. No individual shall be subjected to discrimination on the basis of race, skin colour, gender, language, religion, political or other opinions, national or social origin, property, birth, or any other status.
- c) Engaging in sexual or other forms of harassment. Sexual harassment encompasses all acts punishable under Chapter 20 of the Criminal Code of Finland. Additionally, sexual harassment includes any sexually oriented acts that infringe upon the sexual autonomy of another party. Other forms of harassment encompass various types of physical and psychological mistreatment in personal or remote interactions. Harassment also encompasses the misuse of authority or power, which can manifest as the improper utilization of authority or power in relation to another individual.
- d) Violating physical integrity and endangering life or health. Endangering the health or life of another individual shall include actions such as leaving someone in a vulnerable state or any other act or omission that jeopardizes the life or well-being of another.
- e) Using inappropriate language, engaging in humiliating behaviour, or participating in bullying. Inappropriate language refers to any derogatory or abusive language that is likely to cause harm to another person. Humiliating behaviour is characterized by actions that employ inappropriate means to insult the dignity of another individual, to mock or embarrass them, or to exert dominance over them in the presence of others. Bullying involves verbal, gestural, or physical aggressive behaviour between individuals or within the community, which is perceived as harassing or humiliating by the target and, when viewed in its entirety, is considered inappropriate. Bullying can be either physical or psychological in nature.
- f) Violating personal privacy. An invasion of privacy is defined as the unauthorized disclosure of information pertaining to an individual's private life or engaging in actions that infringe upon the privacy of communications or the sanctity of one's home.