

Supernova Technology AB
HR-avdelningen
Helsingborg

Code of Conduct

All employees of **Supernova Technology AB** (”Supernova”) are required to agree with the following **code of conduct** (”code”). Supernova will enforce this code throughout all channels. We are expecting cooperation from all employees to help ensuring a safe environment for everybody.

- Be Excellent to Each Other
- Do Not Harass Others
- Don't spam Each Other

The Quick Version

Supernova is dedicated to providing a harassment-free environment for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, or religion (or lack thereof). We do not tolerate harassment of employees in any form. Sexual language and imagery is not appropriate in any channels.

This code applies to all Supernova spaces, including public channels, private channels and direct messages, both online and off. Violation to this code may result in disciplinary action which will be commensurate with the seriousness of the behavior. Such action could include termination as well as civil or criminal action. This is a safe environment, lets keep it that way.

The Less Quick Version

Harassment includes offensive comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, religion, sexual images, deliberate intimidation, stalking, sustained disruption of channels or other mediums, and unwelcome sexual attention.

Supernova management are also subject to the anti-harassment policy. Management should not use sexualized content or otherwise create a sexualized environment.

Employees asked to stop any harassing behavior are expected to comply immediately. If an employee engages in harassing behavior, the Supernova management may take any action they deem appropriate. Such action could include termination as well as civil or criminal action. In some cases, warning the offender is sufficient if the offensive behavior is of lighter nature.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact the CEO or a manager immediately. Supernova management can be identified through the Supernova Enterprise Portal.

Supernova management will be happy to help employees experiencing harassment to feel safe at work. We value your contribution to the company.

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Reporting

If you are being harassed by an employee of Supernova, notice that someone else is being harassed, or have any other concerns, please contact a manager or the CEO. Management will respond as soon as they are able. If the person who is harassing you is on the management team, they will recuse themselves from handling your incident.

In order to protect volunteers from abuse and burnout, we reserve the right to reject any report we believe to have been made in bad faith. Reports intended to silence legitimate criticism may be deleted without response.

We will respect confidentiality requests for the purpose of protecting victims of abuse. At our discretion, we may publicly name a person about whom we've received harassment complaints, or privately warn third parties about them, if we believe that doing so will increase the safety of employees or the general public. We will not name harassment victims without their affirmative consent.

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