



OMBUDS KEY PRINCIPLES

The MyConnexT Ombuds adheres to The Code of Ethics and Standards of Practice of the International Ombuds Association (“IOA”).

These principles require the Ombuds to function independently of any organization and to be a confidential, informal, and impartial resource.

The IOA Standards of Practice and Code of Ethics are incorporated into the Ombuds’ Charter which establishes the terms, conditions, and principles upon which the Ombuds program operates:

Independence

The Ombuds does not work with or for the MyConnexT, the Hollywood Commission, or any participating Partner Organization. The Ombuds shall be and shall appear to be, free from interference in the legitimate performance of their duties.

This independence is achieved primarily through its reporting structure, neutrality, organizational recognition, and respect for the independent role of the Ombuds. The Ombuds exercises sole discretion over whether and how to act regarding individual or systemic concerns.

Informality

The Ombuds is a resource to help users navigate the MyConnexT on issues relating to abusive workplace misconduct. The Ombuds is not a reporting channel and does not investigate, arbitrate, adjudicate, or in any other way participate in any internal or external formal process or action.

The Ombuds does not keep business records for any organization or for the use of any party utilizing its services and shall not maintain permanent documents with information about MyConnexT community members identities or their confidential communications. Use of the Ombuds is strictly voluntary.

Impartiality

The Ombuds strives for impartiality and fairness in dealing with all users and the issues they raise. The Ombuds does not take sides in any matter, dispute, or issue. The Ombuds will fairly advise users about the features of MyConnexT.

Confidentiality

Confidentiality is the defining feature of the Ombuds. User communications with the Ombuds are confidential to the maximum extent permitted by law.

The Ombuds will hold all communications in strict confidence and will not reveal--and must not be required to reveal--the identity of users who contact the Ombuds or their confidential communications with the Ombuds. The Ombuds is not authorized to receive notice of any claims against any organization. It can, however, help people identify options for reporting or addressing their concerns about abusive workplace misconduct.