



Protocol for Action Against Gender-Based Violence

1. Object and scope of application

The purpose of this Protocol is to establish a framework for prevention, detection and action against any form of gender-based violence that may occur within the Alianza Futurista area, guaranteeing the protection of the affected persons and respect for the rights of all parties involved.

It applies to:

- Affiliated persons.
- Organic positions.
- Members of electoral lists.
- People designated for specific functions.
- Volunteer staff or collaborators permanently linked to the Party.
- Any person who, without being affiliated, maintains a functional or representative relationship with the Party, provided that the facts have a direct connection with the activity of the Party.

2. Definitions

For the purposes of this Protocol, the following definitions apply:

Gender-based violence: any conduct, action, or omission based on a person's sex or gender that involves or may involve physical, psychological, sexual, economic, or symbolic harm, and that is perpetrated against a woman because she is a woman or due to socially associated gender conditions. This includes, among others:

- Physical assaults.
- Threats, coercion or intimidation.
- Insults, humiliation, derogation or degrading treatment.
- Control, isolation or contempt.
- Sexual harassment.
- Harassment based on sex or gender.
- Digital violence through social networks, messaging or telematic means.

Sexual harassment: any behavior, verbal, non-verbal or physical, of a sexual nature, unwanted by the person who receives it, which has the aim or effect of violating their dignity, in particular when it creates an intimidating, degrading or offensive environment.

Harassment based on sex and/or gender: any behavior carried out on the basis of a person's sex and/or gender, with the purpose or effect of violating their dignity and creating an intimidating, degrading or offensive environment, regardless of whether or not it involves components of a sexual nature.

Other discriminatory behaviors based on sex or gender may be included within the scope of this Protocol when, by their nature, they fit within the principle of zero tolerance towards sexist violence adopted by Alianza Futurista.

3. Guiding principles

Actions taken under this Protocol shall be governed by the following principles:

- Zero tolerance: absolute rejection of any form of sexist violence or sexual harassment or harassment based on sex.
- Protection of the whistleblower: priority given to the safety, integrity and dignity of the person making the report, as well as any potential witnesses.
- Confidentiality: strict preservation of information and the identity of the people involved, except where legally required.
- Impartiality and due process: a guarantee that all parties will be heard and treated with respect, and that decisions will be made after an objective assessment of the facts.
- No reprisals: prohibition of any type of reprisal against anyone who reports in good faith or collaborates in clarifying the facts.
- Proportionality: precautionary measures and sanctions must be proportionate to the seriousness of the facts.
- Due diligence: the Party's obligation to act quickly, effectively and with the seriousness that the situation requires.

4. Reporting channels

Reports or communications regarding possible situations of gender-based violence can be made through the following channels:

- Secure email specifically enabled for issues of equality and gender violence.
- Direct and confidential communication to a member of the Ethics Council designated as a reference for these cases.
- Written communication to the Party's Executive Committee, which will immediately forward it to the Ethics Council.
- Confidential form available on the website or internal intranet, if one exists.

The complaints may be:

- Nominal: when the complainant identifies themselves with their name and surname.
- Anonymous: in this case, the limitation it poses for the investigation will be taken into account, but they may give rise to preliminary actions if they provide credible and sufficient information.

Where possible and safe, reporting by name will be encouraged to better guarantee the protection of the affected person and the possibility of taking appropriate measures.

5. Procedure for action

The procedure will generally consist of the following phases:

Phase 1: Reception and registration

- 1) Upon receiving the complaint, the Ethics Council will promptly appoint an investigator for the case, who may be assisted by another support person if the complexity of the matter requires it.
- 2) An internal file will be opened, assigning it a reference number, and recording the date, the channel of receipt and an initial description of the facts.
- 3) The complainant, if identified, will be informed of:
 - The receipt of your complaint.
 - Your rights and guarantees.
 - The approximate timeframes of the procedure.
 - The communication channels with the instructor.

Phase 2: Precautionary measures

If the complaint reveals reasonable grounds for suspicion of serious wrongdoing, the Ethics Council may propose to the Executive Committee the adoption of precautionary measures, which may include:

- Provisional suspension of the functions or internal positions of the accused person.
- Prohibition of direct contact, by any means, with the complainant.
- Temporary exclusion from meetings or events where the people involved coincide.
- Any other reasonable measure aimed at protecting the whistleblower or the organization.

The adoption of precautionary measures does not in any case imply the recognition of guilt.

Phase 3: Investigation

The investigating officer will carry out the necessary actions to clarify the facts, which may consist of:

- Interviews with the complainant.
- Interviews with the accused person.
- Interviews with potential witnesses.

- Review of communications, messages or relevant documentation, always respecting current legislation and data protection.

The aim of the investigation is to gather sufficient information so that the Ethics Council can assess whether or not there is gender-based violence and recommend, if appropriate, the relevant disciplinary measures.

The indicative duration of this phase will generally be a maximum of 30 calendar days, unless the complexity of the case requires a reasonable extension, which will be communicated to the complainant.

Phase 4: Resolution

Once the investigation is complete, the investigating person will submit a report to the Ethics Council, which will include:

- Summary of the alleged facts.
- Main actions taken.
- Assessment of clues and evidence.
- Proposal for filing or disciplinary sanction, as appropriate.

The Ethics Council, having reviewed the report, will adopt a proposed resolution which may consist of:

- The complaint is filed due to insufficient evidence or because it does not fit within the scope of the Protocol.
- Application of non-disciplinary corrective measures (for example, specific training, formal apology, mediation if appropriate and freely accepted by the affected person).
- Proposal for disciplinary sanction against the Executive Committee, in accordance with the disciplinary regime provided for in the Statutes.

If the facts could constitute a crime, the Ethics Council may recommend that the parties go to the competent authorities and, if appropriate, the Party may cooperate with said authorities.

In situations that clearly constitute a crime, the Party will report the situation to the authorities as a witness to the facts.

Phase 5: Communication and support

The decision adopted will be communicated to the complainant and the accused, respecting the necessary confidentiality.

To the extent possible, the Party will offer psychological support, basic legal advice, or referral to specialized resources to the affected person, especially if the existence of gender-based violence has been confirmed.

6. Process Guarantees

Throughout the entire procedure, the following will be guaranteed:

- The confidentiality of personal data and the protection of the privacy of the people involved.
- The right of the complainant to be heard and to receive information about the status of the proceedings.
- The right of the accused person to know the facts attributed to him or her and to present his or her allegations.
- The possibility that both parties may appear accompanied by a trusted person in the internal interviews.
- The prohibition of any form of retaliation against those who report in good faith, against witnesses, or against people who collaborate in the investigation.
- The preservation of the impartiality of the people who act in the instruction and in the decision, with those who have a direct personal relationship that may affect their objectivity being required to abstain.

7. Training and awareness

The Futurist Alliance will promote training and awareness-raising activities to prevent gender-based violence and ensure knowledge of this Protocol, especially among:

- Organic positions.
- People with responsibility for internal organization and campaigns.
- Members of the Ethics Council.

These actions will include, at least:

- Information sessions on the content of the Protocol and the reporting channels.
- Specific training on early detection of situations of harassment or sexist violence.
- Internal informational materials (guides, infographics, short documents).

8. Case registration and monitoring

The Ethics Council will maintain an internal and confidential record of complaints and cases processed under this Protocol, which will contain, in anonymized form, the following data:

- File number.
- Date of receipt.
- Nature of the facts.
- Status of the procedure.
- Final result (file, corrective measures, sanction, etc.).

Annually, the Ethics Council will prepare an aggregated report, without identifying data, which will be sent to the Executive Committee and, where appropriate, to the General Assembly, indicating:

- Number of cases processed.
- Case typology.
- Main measures adopted.
- Proposals for improving the Protocol and the Internal Equality Plan.

9. Protocol Review

This Protocol will be subject to review:

- When it is deemed appropriate.
- When advised by regulatory changes or recommendations from public institutions specializing in equality and gender violence.
- When practical experience shows the need to introduce improvements in the procedures or in the guarantees offered.

The modifications to the Protocol must be approved by the General Assembly of Alianza Futurista, following the procedures established in the Statutes.