

Code of Ethics of “hibrid.info”

Article 1

The Code of Ethics aims to determine principles, values and ethical standards of the online platform “hibrid.info” and its personnel engaged on the platform.

Article 2

Provisions of this Code are applicable to all personnel of “hibrid.info”, such as full-time employers, part-time employers and external associate personnel of the platform.

Article 3

3.1. Transparency, accountability and integrity shall be principles of the platform.

3.2. The platform “hibrid.info” shall be opened, honest and liable in relations to its personnel and other interested parties.

3.3. The platform shall pay particular attention to public interest of the citizens of Kosovo and other Western Balkan countries on preventing and countering fake news and disinformation content disseminated by various channels;

3.4 The platform shall not mishandle its assets nor its organisational personnel compromise integrity related issues.

Article 4

4.1. Personnel of the platform shall not be involved or engaged in political entities/parties and business activities.

4.2. It shall be impartial, independent, democratic and non-affiliated with political activities.

4.3. The platform shall be funded solely by domestic and foreign donors who does not meddle objectivity, impartiality and editorial independence of “hibrid.info” to work freely and unconstrained. The platform shall not be funded by Kosovo’s public institutions.

Article 5

5.1. The platform shall provide free of charge access to the general public of its product regardless of age, gender, nationality, religion and political background.

5.2. The platform shall conduct fact-checking publications on the ground of professional, objective and non-partisanship standards while taking into account high values and ethics of research.

Article 6

6.1. Internal democracy and flexibility within the platform's personnel shall be constantly maintained and promoted in line with the principles of good governance to which the platform shall be upheld.

6.2. Relevant policies, procedures and systems shall be operationally established and developed by the platform.

6.3. Legal framework of the Republic of Kosovo – Constitution, laws and by-laws – shall be abided by the platform on its operational daily works as well as with public and stakeholders.

6.4. Administration and financial management related issues of the platform shall be conducted solely by written contracts/agreements.

6.5. Financial and accounting management systems of the platform shall be regulated and maintained according to best practices.

6.6. The platform shall provide constant internal training and capacity-building programme for the personnel in order to enhance as well as upgrade professional capacities of the platform.

Article 7

7.1. The platform shall maintain a policy of anti-discrimination, anti-harassment and mutual respect and cooperation among the personnel.

7.2. The platform shall encourage gender-balanced representation and diversification among the personnel.

7.3. Teamwork and exchange of ideas and/or experiences within the platform's personnel shall be encouraged.

Article 8

8.1. The Code of Ethics of the platform "hibrid.info" shall enter into force on 1 January 2021.

8.2. The Code is in compliance with the Law No. 06/L-043 on Freedom of Association in Non-Governmental Organizations.

8.3. In line with Article 2, all personnel of the platform shall be obliged to respect and implement this Code of Ethics in the framework of the platform activities.