

DARING CITIES ANTI-HARASSMENT POLICY

CODE OF CONDUCT

Purpose

ICLEI is committed to providing a safe event experience for everyone, regardless of sex, gender, gender identity, sexual orientation, age, disability, race, ethnicity, religion (or lack thereof), social status, physical appearance or body size.

Participants are expected to behave with integrity and respect towards all fellow participants attending or involved in the event.

Applicability

These rules apply equally for all participants, speakers, moderators, and any other persons attending or involved in any organization capacity in the event. We expect all persons to comply with these rules in all physical and virtual spaces related to the event.

ICLEI and the Daring Cities team commits to implementing the Code of Conduct.

The Code of Conduct is not legal or prescriptive in nature. It supplements, and does not affect, the application of other relevant policies, regulations, rules and laws, including laws regulating the premises in which the event takes place and any applicable host country agreements.

Prohibited conduct

Harassment

Harassment of events participants in any form during the event and any activities related to the event shall not be tolerated.

Harassment in any form because of sex, gender, gender identity, sexual orientation, age, disability, race, ethnicity, religion (or lack thereof), social status, physical appearance, body size or any other reason is prohibited at the event.

Harassment of event participants includes, but are not limited to:

- offensive or hateful language, including in written communications
- deliberate intimidation
- stalking
- following

- harassing photography or recording
- sustained disruption of talks or side events
- inappropriate physical contact
- unwelcome sexual attention

Ultimately, individuals or groups violating these rules may be sanctioned or expelled from the event at the discretion of the event organizers.

Complaint process

A participant who feels that they have been harassed, notice that someone else is being harassed, or have any other concerns, may report the matter immediately to the event organizers.

A participant should never knowingly make a false or misleading claim about prohibited conduct.

Channels for complaints

At any time if you feel unsafe, uncomfortable, or uncertain about the way you have been treated or the way someone else has been treated at our events, do not hesitate to contact safe-events@iclei.org.

Taking Action

The event organizers will be expected to take appropriate action, ranging from warning the offender to full expulsion from the event. Participants asked to stop any harassing behaviour are expected to comply immediately.

The victim of alleged harassment may also seek help from other relevant authorities, such as the police, bearing in mind the applicable legal framework.

Prohibition of retaliation

Threats, intimidation, or any other form of retaliation against a participant who has made a complaint or provided information in support of a complaint are prohibited. The event organizers will take any appropriate action needed to prevent and respond to retaliation.