

Code of Conduct to prevent harassment, including sexual harassment at United Nations events

EXECUTIVE BOARD INDUCTION

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Photo: WFP/ Annabel Symington

Legal application

Code of Conduct

To Prevent Harassment, Including Sexual Harassment,
AT UN SYSTEM EVENTS

This United Nations 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 United Nations system event takes place and any applicable host country agreements.

un.org/codeofconduct

#codeofconduct



**ZERO TOLERANCE
FOR HARASSMENT AT
UN SYSTEM EVENTS**

Scope

APPLIES TO

Any United Nations System event, including:

- * meetings, conferences, and symposia;
- * assemblies, receptions, scientific and technical events;
- * expert meetings, workshops, exhibits, side events and any other forum organized, hosted or sponsored by a United Nations system entity; and
- * any event or gathering that takes place on United Nations system premises, regardless of whether a United Nations system entity is organizing, hosting or sponsoring.

All United Nations System events participants, in any capacity, including Executive Board members



Photo: WFP/Shannon Howard

Definitions



Code of Conduct

To Prevent
Harassment,
Including Sexual
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AT UN SYSTEM EVENTS

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Harassment

any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person.

Sexual harassment

any unwelcome sexual advance, verbal or physical conduct of a sexual nature, be it an act of sexual violence or any other behaviour of a sexual nature, that might reasonably cause offense or humiliation to another person.

Examples of harassment

Verbal



- insults and name-calling
- using unwelcome or offensive nicknames
- jokes about a person's gender or sexual orientation
- shouting or yelling
- spreading rumors/gossip

Non-verbal



- hostility through unfriendly behavior
- using e-mail or texting to send threatening content
- repeatedly excluding or isolating someone

Physical



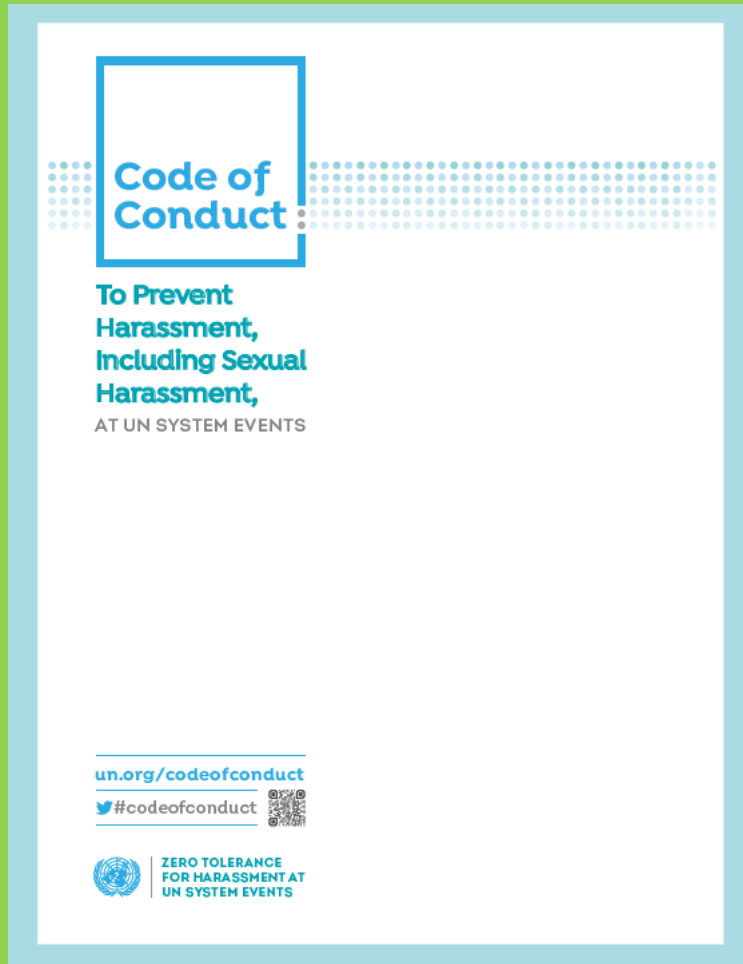
- unwanted, uninvited or inappropriate touching
- other physical contact and violence

Examples of sexual harassment

- making derogatory or demeaning comments about someone's sexual orientation or gender identity
- making sexual comments about appearance, clothing or body parts
- repeatedly asking a person for dates or asking for sex
- unwelcome touching, including pinching, patting, rubbing or purposefully brushing up against a person
- sharing or displaying sexually inappropriate images or videos in any format
- name-calling or using slurs with a gender/sexual connotation
- staring in a sexually suggestive manner
- making inappropriate sexual gestures
- **attempted or actual sexual assault, including rape**



Complaints process



- * Both **victims** and **witnesses** can make a report
- * Reports should be made to the **organizer of the United Nations system event** or relevant **security authority**
- * The organizer of the United Nations system event will be expected to **take appropriate action** in accordance with applicable policies, regulations and rules
- * The victim may also **seek help from other relevant authorities**, such as the police, bearing in mind the applicable legal framework
- * **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 and appropriate action will be taken**

Real life

You and your colleagues are at a United Nations event and on the last night, you all decide to have a drink at the hotel bar.

After an hour or so, you notice that your new colleague has had one too many martinis. He starts making jokes about how he is always so tired because of his active sex life.

You and your colleagues are visibly uncomfortable and some laugh at his jokes nervously.

What do you do?



THANK YOU



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