

Definitions

1. Harassment refers to repeated, unreciprocated and/or unwelcome comments, gestures, actions, suggestions, symbols, and/or physical contact, based on, among other things, an individual's gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, ethnicity, race, national origin, age, religion, working language proficiency or other personal characteristics that are evidently and widely understood as intended to be demeaning, humiliating and/or intimidating. Examples of such conduct include, but are not limited to¹:
 - Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, ethnicity, race, national origin, age, or religion.
 - Distribution or display of offensive or inappropriate messages, images, videos or other material (electronic

safe, respected and valued. IUCN is committed to protecting the dignity and safety of all participants in IUCN events and encourages all participants to come forward if they feel disrespected.

Applicability

5. This policy applies to all events organised by **the IUCN Secretariat, and can provide guidance to Commissions, National Committees and IUCN Members**. The type of events range from project-level workshops, trainings and small meetings on the margins of larger events (e.g. side-events), the IUCN Regional Conservation Fora, the IUCN World Conservation Congress and the IUCN World Parks Congress. It applies to the duration of an event including but not limited to the main venue, official events hotels, or venues used for social functions as well as to any interaction among participants in preparation, during or follow-up of the event.
6. This policy applies to
 - a. Any IUCN employee or contracted event staff in charge of organising the event ("**Staff**"), (including those not physically attending the event) including but not limited to Secretariat employees, Host Country staff, suppliers, vendors, consultants, hosts/hostesses, and/or volunteers.
 - b. All participants ("**Participants**") of such events and includes, but is not limited to:
 - i. Any duly registered individual including individuals who will participate only virtually including but not limited to Participants from IUCN's constituencies (Members, Commissions, Council) and the general public, speakers and panellists, observers, exhibitors, donors, sponsors, and/or media.
 - ii. Any non-registered person who is visiting the exhibition or any other freely accessible area of the event.

Obligations for event organisers

7. To implement this policy, any person responsible for the organisation of an IUCN event ("Event Organiser") will
 - a. Promote the principles of this policy to all Participants prior to and during the event including but not limited to making policy,

Annex 1 – Procedure for reporting harassment at IUCN events

This annex can be tailored for the needs of specific events, especially larger events such as IUCN Congresses.

Anoiucneventsethicsline@iucn.org

_____, which will exclusively be monitored by the Human Resources Management Group.

2. IUCN will fully investigate anonymous reports and take whatever action is necessary to prevent a recurrence.

Personal Report

3. You can make a personal report:
 - a. Before, during or after the event
 - By sending an email to iucneventsethicsline@iucn.org.
 - b. During the event
 - By calling or messaging this phone number: +41229990349 (voice mail).
 - By contacting an IUCN employee, identified by STAFF or SECRETARIAT badges, which will put you in contact with Human Resources staff.
4. IUCN will be happy to help you contact venue security, local law enforcement, local support services, or otherwise assist you to feel safe for the duration of the event.