

Code of Conduct

The organisers of the Global NDC Conference 2023 are dedicated to providing an **inclusive and safe conference space** in which everyone can participate regardless of gender, gender identity and expression, sexual orientation, physical ability, physical appearance, body size, race, age, religion or any other social category. All participants are expected to behave with integrity and respect toward others. We provide immediate support for anyone who may experience any type of harassment or discrimination during the conference. You can reach out to our **awareness team** by calling or messaging our colleagues or e-mailing info@globalndcconference.org. Conference participants violating the rules will be asked to leave the conference at the discretion of the conference organisers.

Why do we need a gender-inclusive code of conduct?

Conferences are supposed to be safe spaces for learning, networking, and professional development. However, for some attendees, these events can be uncomfortable or even dangerous due to harassment, discrimination, or exclusion based on their gender, gender identity and expression, or other personal characteristics.

This gender-inclusive code of conduct helps to create an environment that is welcoming and respectful to all attendees, regardless of their gender or other personal characteristics. The Code of Conduct applies to all participants at the event, including all persons attending or involved in any capacity in the Global NDC Conference 2023.

Violations and examples include, but are not limited to:

- Verbal or written derogatory or demeaning comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, physical ability, physical appearance, body size, race, age, religion, or any other social category
- Inappropriate physical contact
- Unwelcome sexual attention
- Sharing sexual anecdotes or jokes
- Sending sexually suggestive communications in any format
- Sharing or displaying sexually inappropriate images or videos in any format
- Rating a person's sexuality
- Repeatedly asking a person for dates or asking for sex
- Deliberate intimidation, stalking, or following
- Harassing photography or recording

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- Sustained disruption of talks or other events
- Advocating for, or encouraging, any of the above behaviour

Reporting a complaint

If someone makes you or anyone else feel unsafe or unwelcome, please report it as soon as possible by calling or messaging our colleagues or sending an email to info@globalndcconference.org. Code of Conduct violations reduce the value of our event for everyone and will not be tolerated. It is our priority to ensure that you are content and feel safe at our event. We take any violation or concern serious and will take appropriate action to ensure your well-being.

You can make a report either personally or anonymously. While we cannot follow up an anonymous report with you directly, we will fully investigate it and take whatever action is necessary to prevent a recurrence.

Our awareness team will be happy to help you contact hotel/venue security, local law enforcement, local support services, or otherwise assist you to feel safe for the duration of the event.

Email address of organisers: info@globalndcconference.org

Jasmin Blessing: jasmin.blessing@undp.org

Daniel Plugge: daniel.plugge@giz.de

Scandic Reception: +49 30 7007790

Police: 112

Local sexual assault hotline: +49 800 011 6016

(<https://www.hilfetelefon.de/en.html>)

Enforcement

All participants are expected to comply with the Code of Conduct. Violations will not be tolerated, and event organisers retain the right to take any actions to keep a welcoming environment for all participants throughout the event. This includes warning the offender or expulsion from the conference. Event organisers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participant. We expect participants to follow these rules at all event venue and event-related social activities. We firmly believe that people should follow these rules outside the event activities too and behave with integrity and respect toward one another at all times.

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