



Code of Conduct

**To Prevent
Harassment
And Sexual
Harassment**
At UNHCR Events



**ZERO TOLERANCE
FOR HARASSMENT
AT UNHCR EVENTS**

Purpose

UNHCR is committed to enabling events at which everyone can participate in a respectful and safe environment.

UNHCR events are guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards other participants attending or involved with any UNHCR event.

Applicability

The Code of Conduct applies to all participants at UNHCR events, including all persons attending and/or involved in any capacity in a UNHCR system event.

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 is any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment may take the form of words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle or cause personal humiliation or embarrassment to another; or that cause an intimidating, hostile or offensive work environment. While typically involving a pattern of behavior it can take the form of a single incident. Harassment may be unintentional and may occur both in and outside the workplace and during or outside working hours.

Sexual harassment is any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation. Sexual harassment may occur in or outside the workplace, and during or outside working hours, including during official travel or social functions related to work. Sexual harassment is grave per se and inherently causes individual, social, and reputational harm. Sexual harassment is particularly serious when it interferes with work, is made a condition of employment, or creates an intimidating, hostile or offensive environment. While typically involving a pattern of conduct, sexual harassment may take the form of a single incident. In assessing the reasonableness of expectations or perceptions, the perspective of the person who is the target of the conduct will be considered.

Sexual harassment is prohibited under staff rule 1.2 (f) and may also constitute sexual exploitation or sexual abuse under staff rule 1.2 (e).

Examples of sexual harassment include, but are not limited to:

- Name-calling or using slurs with a sexual connotation
- Making sexual comments about appearance, clothing or body parts

- Rating a person's sexuality
- Repeatedly asking a person for dates or asking for sex
- Staring in a sexually suggestive manner
- Unwelcome touching, including pinching, patting, rubbing or purposefully brushing up against a person
- Making inappropriate sexual gestures
- Sharing sexual or lewd anecdotes or jokes
- Sending sexually suggestive communications in any format
- Sharing or displaying sexually inappropriate images or videos in any format
- Attempted or actual sexual assault, including rape

Support and complaint process

A participant who witnesses sexual harassment or feels that they have been sexually harassed at a UNHCR event can seek advice, support and information about their options for follow up from UNHCR's Victim Care Team at vco@unhcr.org.

A participant who witnesses harassment or feels that they have been harassed at a UNHCR system event may report the matter to the organizer of the event.

Any concerns about harassment, sexual harassment, or other misconduct at UNHCR events or by UNHCR personnel or partners can be reported to UNHCR's Inspector General's Office (IGO) at inspector@unhcr.org.

In the event of any immediate safety concerns, please contact the security staff at the premises and/or the organizer of the event without delay.

The organizer of the UNHCR event will be expected to take appropriate action in accordance with its applicable policies, regulations and rules.

Examples of appropriate action may include, but are not limited to:

- requesting the perpetrator to immediately stop the offending behavior
- suspending or terminating the perpetrator's access to the UNHCR event or refusing registration at future UNHCR events, or both
- conveying the complaint to UNHCR's investigative body (IGO)
- conveying a report to the employer or entity with jurisdiction over the person accused of harassment for appropriate follow-up action

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. UNHCR will take any reasonable appropriate action needed to prevent and respond to retaliation, in accordance with its applicable policy, regulations and rules.