

FRONT LINE DEFENDERS CODE OF CONDUCT FOR SAFEGUARDING

Front Line Defenders is committed to creating and ensuring a safe space for everyone at this workshop. Everyone must be treated with respect and dignity, and strive to support an environment that is free of discrimination or intimidation.

This workshop is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. We do not tolerate harassment, including sexual harassment, of participants in any form. Workshop participants violating these rules may be expelled from the workshop at the discretion of Front Line Defenders.

By participating in this workshop and/or collaborating with Front Line Defenders, I agree and expect others to concur:

Not to take part (active or passive) in any form of:

- * Harassment including, *but not limited to*, any verbal or physical conduct that may be reasonably perceived as denigrating or showing hostility (even if disguised as humour) towards an individual because of her/his/their race, ethnicity, religion, gender identity or expression, sexual orientation, pregnancy or related condition, marital status, age, abilities, physical appearance, body size and citizenship. Conduct prohibited are unwelcome discussion of sexual orientation or gender identity, deliberate “outing” of any aspect of a person’s identity, deliberate misgendering, slurs, negative stereotyping or intimidating acts (stalking, unwelcome physical contact and sustained disruption in discussions and conversations.)
- * Unwelcome sexual attention, including any specific activity for which *affirmative consent* was not requested and given, sexual jokes, unwelcome requests for dates, obscene gestures, and any suggestive comments. Alcohol consumption or use of other intoxicating substances is neither an excuse nor an invitation for harassment.
- * Unwelcome physical contact include petting, brushing up against, cornering, kissing, fondling, and forced sexual intercourse or assault.
- * The circulation, viewing, displaying or posting of written or graphic materials that show hostility towards an individual, are sexually suggestive and otherwise inappropriate.
- * Sexual exploitation including unwanted sexual activity or behaviour that happens without consent or understanding, sexual activity with a child under the age of 18 (lack of knowledge of the age is not a defence).
- * Advocating for, or encouraging, any of the above behaviour.
- * Intimidation or retribution to someone who has reported discrimination or harassment, or appeared as a witness.

Resource 3: Safeguarding Code of Conduct Example

If you are being harassed or made uncomfortable by a participant, facilitator, or anyone else at the workshop, notice that someone else is being harassed, or have other related concerns, please contact the Front Line facilitator or, if there isn't one or they are implicated, either [name and contact details] or [alternative name and contact details]

Front Line Defenders is committed to responding to all complaints and concerns of abuse. Immediate action and support will be given to the victim/survivor and subject of the complaint to maintain safety and *confidentiality* until the investigation is complete.

SIGNED:

DATE: