



Convention on the Conservation of Migratory Species of Wild Animals



Range States Meeting on the Institutional Framework and next steps for the Central Asian Flyway

New Delhi, India, 02 – 04 May 2023

UNEP/CMS/CAF4/Inf.3

CODE OF CONDUCT FOR CMS MEETINGS

CODE OF CONDUCT FOR EVENTS ORGANISED UNDER CMS

The CMS Secretariat is committed to promoting a work environment free of discrimination, harassment, abuse of authority, and sexual abuse and exploitation, and where all people behave with integrity and treat others with dignity and respect. Events organised, hosted and sponsored under CMS are guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards all other persons attending or involved with any such events.

Discrimination, harassment, including sexual harassment, abuse of authority, and sexual abuse and exploitation will not be tolerated at any event organised, hosted or sponsored under CMS. This includes all meetings, conferences, symposia, receptions, scientific and technical events, expert meetings, workshops, exhibits, side-events, teleconferences, and others.

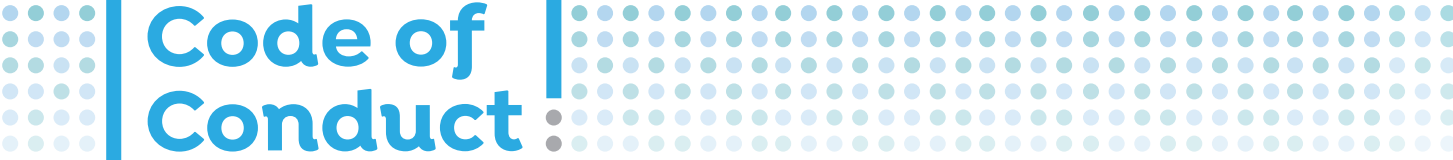
The *United Nations [UN] Code of Conduct to Prevent Prevent Harassment, Including Sexual Harassment, at UN System Events* applies to all events organised, hosted or sponsored under CMS and to all participants at such events, including all persons attending or involved in any capacity in any of those events. The UN Code of Conduct is attached below and is available [here](#) in the six official languages of the UN.

The CMS Secretariat is committed to implementing the UN Code of Conduct, which 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 an event takes place and any applicable host country agreements.

Participants are encouraged to report any incident directly to CMS Secretariat or UN Department of Safety and Security (UNDSS) staff present at the event, or to write to cms.secretariat@cms.int.

Prohibited Conduct

- **Discrimination** is any unfair treatment or arbitrary distinction based on a person's race, religion, nationality, ethnic origin, sexual orientation, disability, age, language, social origin or other status. Discrimination may be an isolated event affecting one person or a group of persons similarly situated or may manifest itself through harassment or abuse of authority.
- **Harassment** is any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment may be based on gender, gender identity and expression, sexual orientation, physical ability, physical appearance, ethnicity, race, national origin, political affiliation, age, religion or any other aspect.
- **Sexual harassment** is any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation. Sexual harassment may involve any conduct of a verbal, nonverbal or physical nature, including written and electronic communications, and may occur between persons of the same or different genders.
- **Abuse of authority** is the improper use of a position of influence, power or authority against another person. Abuse of authority may include conduct that creates a hostile or offensive work environment which includes, but is not limited to, the use of intimidation, threats, blackmail or coercion.
- **Sexual abuse** is the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
- **Sexual exploitation** is any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.



Code of Conduct

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

un.org/codeofconduct

 [#codeofconduct](https://twitter.com/codeofconduct)



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

Purpose

The organizations of the United Nations system are committed to enabling events at which everyone can participate in an inclusive, respectful and safe environment.

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

Applicability

The Code of Conduct applies to any UN system event, which shall include meetings, conferences and symposia, assemblies, receptions, scientific and technical events, expert meetings, workshops, exhibits, side events and any other forum organized, hosted or sponsored in whole or part by a UN system entity wherever it takes place, and any event or gathering that takes place on UN system premises whether or not a UN system entity is organizing, hosting or sponsoring.

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

The UN system or other entity responsible for a UN system event commits to implementing the Code of Conduct.

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 UN system event takes place and any applicable host country agreements.

Prohibited conduct

Harassment is any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment in any form because of gender, gender identity and expression, sexual orientation, physical ability, physical appearance, ethnicity, race, national origin, political affiliation, age, religion or any other reason is prohibited at UN system events.

Sexual harassment is a specific type of prohibited conduct. 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 involve any conduct of a verbal, nonverbal or physical nature, including written and electronic communications, and may occur between persons of the same or different genders.

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

- Making derogatory or demeaning comments about someone's sexual orientation or gender identity
- Name-calling or using slurs with a gender/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, such as pelvic thrusts
- 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

Complaint process

A participant who feels that they have been harassed at a UN system event may report the matter to the organizer of the UN system event or relevant security authority, and a participant who witnesses such harassment should make such a report. Such reporting shall have no effect on any applicable rules and procedures that may apply in the UN system or to other personnel. The organizer of the UN system 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:

- undertaking a fact-finding exercise
- requesting the perpetrator to immediately stop the offending behavior
- suspending or terminating the perpetrator's access to the UN system event or refusing registration at future UN system events, or both
- conveying the complaint to any investigative or disciplinary authority with jurisdiction over the person accused of harassment
- conveying a report to the employer or entity with jurisdiction over the person accused of harassment for appropriate follow-up action

The victim of alleged harassment may also seek help from other relevant authorities, such as the police, bearing in mind the applicable legal framework.

A participant should never knowingly make a false or misleading claim about prohibited conduct.

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. The UN system or other entity responsible for a UN system event will take any reasonable appropriate action needed to prevent and respond to retaliation, in accordance with its applicable policy, regulations and rules.