

## Code of conduct on mutual respect

We are delighted that ILGA-Europe's events draw such a wide variety of participants. We all have multiple and diverse identities, views and experiences, we come from different backgrounds and we value this diversity. Some of us are experienced activists and some of us are new to ILGA-Europe. We are disabled and non-disabled, Black and white, come from across Europe, speak different languages, may have or not have children or other caring responsibilities, have different sexual orientations, gender identities and gender expressions, are young and old – to name just some of our characteristics. Some people attending ILGA-Europe events identify as lesbian, gay, bisexual, heterosexual or choose to use other terms. Some people identify as (trans) woman, (trans) man, intersex, some of us may choose not to identify.

ILGA-Europe is committed to the fullest possible participation and wants to make sure that no one is put off by the actions, language and attitude of others. It is particularly important that everyone demonstrates mutual respect and avoids any attitude that would be hurtful or dismissive. It is important that we are aware of our own attitudes and actions, and that we are willing to challenge our own prejudices in a constructive and respectful manner.

While we encourage respectful debates about points of view, participants and speakers should avoid personal or prejudiced comments and allow everyone space and time to express themselves. Participants should avoid using generalisations as these are often unhelpful and seldom true. Jokes or comments based on stereotyping and prejudice should be avoided.

Assumptions should not be made that everyone at conference is out and people's confidentiality should be maintained. Some people's safety may be compromised and therefore if taking photographs or using names in reports then permission should be sought.

It is also very important to us that this conference as a whole (plenary, workshops, meals and social activities) offers a safe space for all participants, regardless of their sexual orientation, gender identity and expression, sex, age, disability, ethnic or social background or any other status. Presumptions should not be made about a person's identity or status. Pressure should not be put on people to fall in with a group if they do not want to or to participate in social events. Similarly, isolating people may be a form of harassment.



Disabled participants may be attending events with a facilitator or personal assistant. Facilitators do not participate or observe in their own right but are attending in a work capacity. Participants should be aware of this role.

Jargon can be a barrier to participation and jargon and initials should be explained. ILGA-Europe has produced a glossary of terms to help with this and reduce some of the barriers to communication.

Furthermore, ILGA-Europe takes any complaints of bullying and harassment seriously and if someone is found to be bullying or harassing an individual then appropriate sanctions will be imposed.

Bullying is considered as offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient. Harassment is unwanted conduct related to a relevant characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual.

Sexual harassment is any form of unwanted verbal, non-verbal or physical conduct of a sexual nature that has the purpose or effect of either violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for an individual. It can also occur when an individual rejects the unwanted conduct mentioned above or unwanted conduct related to gender identity or sex and is treated unfairly as a result.

This code of conduct extends to attitudes, language and behaviour directed towards guests, visitors, staff, support staff and facilitators. We hope that everyone understands and abides by this guidance so that we can all get the most of our conferences and events. ILGA-Europe reserves the right to ask any person who does not observe the guidance to leave the conference or event.

Should you experience or witness any inappropriate behaviour, please contact Evelyne Paradis, Executive Director of ILGA-Europe or one of the two Co-Chairs of ILGA-Europe.