

# IGLYO's Code of Conduct



## Aim

The Code of Conduct aims to create an inclusive, safe and empowering environment at IGLYO's events. The Code will help us promote equality, anti-discrimination, a violence-free environment with procedures for responding to incidents.

## To whom the code applies

This Code applies to anyone participating in any of IGLYO's activities, both offline and online. This Code also applies when representing IGLYO externally.

## ANTI-DISCRIMINATION

Within IGLYO, we aim to eradicate all forms of discrimination. No participant should face discrimination or differential treatment, irrespective of any identity, characteristic or status, such as sex, gender identity and/or expression, sex characteristics, race, nationality, age, migration status, language, religion or other beliefs, class or any other social status, disabilities or HIV-status.

## SEXUAL HARASSMENT AND UNWANTED ADVANCES

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, whether offline or online. IGLYO has a zero-tolerance-policy for any kinds of sexual harassment.



## How to report

To report, any participant can reach IGLYO through its Executive Board, Secretariat or volunteers. Any participant can at any time ask for assistance to discuss or report violations.

## Violation of the code of conduct

If the Code is violated by any participant, the Executive Board will assume the responsibility of mediation when possible. Any violation of the Code may require the offender to not participate in any other sessions of the event and may require IGLYO to deny any further participation on IGLYO's events. The Executive Board should, when applicable, comply with national legislation and report violations to the Code to local authorities and will decide upon consequences of any violations, when applicable.

## Handling of personal information

All the information will be treated confidentially.

## Participant's agreement

This Code of Conduct should be read together with the Participant's Agreement and given to every participant at IGLYO's events.