

## CODE OF RESPECTFUL BEHAVIOUR IN THE COPASAH GLOBAL SYMPOSIUM 2019

India Habitat Centre, New Delhi (India)

15-19 October 2019

### Preamble:

1. This Code of Respectful Behaviour in the Symposium (referred to as code) relates to the expected standard of behaviour in the COPASAH Global Symposium, held between 15 – 18 October 2019.
2. This Code applies to all symposium participants [delegates, volunteers, speakers, organisers and the hired staff, and each and everyone who is present at the venue [includes premises of the symposium and place of accommodation and the transit between the two].
3. The purpose of this CODE is to recognise, remind and reinforce the need to create a safe, inclusive, ethical and respectful workplace for all, especially, those who are vulnerable in public spaces – women, children, members belonging to different sexual orientations and gender identities (SOGI), different religious, ethnicities and the like.

### Code:

1. All participants are expected to observe the highest standards of ethics, integrity and respectful behaviour towards all and especially the vulnerable individuals and groups. They include by law and policy the following: women, children, members belonging to different sexual orientations and gender identities (SOGI), different religions and ethnicities;
2. All participants are expected to refrain from all acts that hurt or cause harm to the cultural, religious, ethnic or identity related sentiments or dignity. Some of the examples of indignifying behaviours include: causing offence, abusive behaviour, belittling others, threatening behaviour, physical assault, interfering with a colleague's personal affairs, any kind of sexual harassment, including verbal and physical.
3. No discrimination to be practiced on the basis of sex, sexual orientation, gender identity, ability, race, caste or other factors related to one's dignity and self-respect.
4. All participants are expected to comply with all the laws, policies, procedures, rules, and regulations that are in practice in India. Some of them include the following:
  - a. **The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013** which prohibits all behaviours of men falling under the broad definition of sexual harassment; available at <http://www.nitc.ac.in/app/webroot/img/upload/77331401.pdf>
  - b. The **Protection of Children from Sexual Offences (POCSO) Act, 2012** which prohibits any sexual offence against children; available at <https://wcd.nic.in/sites/default/files/childprotection31072012.pdf>
  - c. The Cigarettes and Other Tobacco Products Act, 2003 or COTPA, 2003 prohibits, among others, smoking in public spaces: Available at <http://www.hp.gov.in/dhsrhp/COTPA%20Act-2003.pdf>
5. Committee Against Sexual Harassment and for Grievance Redressal: A committee has been constituted and following are the members:
  - a. Sunita Bandewar, FMES, India (Convener/Presiding Officer) – email : [sunita.bandewar@gmail.com](mailto:sunita.bandewar@gmail.com)

- b. Marta Schaaf, Global Health Justice & Governance – University of Columbia, New York (Co-organiser GHJG) – email: mls2014@cumc.columbia.edu
- c. Moses Mulumba, Centre for Human Rights and Development, Uganda (Organiser, COPASAH SC Member) – email: mulumba@cehurd.org
- d. Claudia Lema, Salud Sin Limites, Peru, – email: claudialema@gmail.com

**CONSENT BY THE PARTICIPANT:**

✓ I am informed and am aware of the Code of Respectful Behaviour of the COPASAH Global Symposium 2019;

✓ I am aware of the policies around these issues, as enacted by Government of India. I am informed that the copies of the said legislations are available in the COPASAH Exhibition Booth.

✓ I am informed about the Committee Against Sexual Harassment and for Grievance Redressal.

✓ I agree to comply with all these policies and to abide by the Code of Respectful Behaviour.

15 October 2019  
New Delhi, India.

**[KINDLY SIGN THIS DOCUMENT AS YOUR CONSENT TO THIS CODE]**

**(signature)**

**[NAME IN CAPITAL LETTERS]**

**Symposium Participant**