

CODE OF CONDUCT AGAINST VIOLENCE AND HARASSMENT

The ITUC General Council adopted a policy on violence and harassment at its 22nd meeting on 24 November 2020. The full policy is available at <https://www.ituc-csi.org/code-of-conduct-en>

The ITUC is a democratic institution that values an open discussion of the issues facing working people and the labour movement.

The ITUC is committed to organising events at which everyone can participate in an inclusive, respectful and safe environment. The ITUC has zero tolerance for sexual and other forms of discrimination, violence and harassment which are incompatible with decent work and deprive people of their dignity. They are a threat to equality and equal opportunities and to safe, healthy, and productive working environments, are contrary to trade union values and may prevent people, particularly women, from participating and advancing in the labour movement.

The goal of this policy is to prevent and address incidents of sexual and other forms of violence and harassment, including harassment based on grounds such as sex, ethnicity, race, national origin, gender or gender identity and expression, sexual orientation, political opinion, disability, age or religion. We do not wish to restrict free and open debate but rather are concerned with preventing unacceptable behaviour and practices.

UNACCEPTABLE BEHAVIOUR

Violence and harassment constitute unacceptable behaviour by one or more individuals and can take many different forms, some of which may be more easily identified than others. It can be a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment.

This includes but is not limited to:

- discriminatory or harassing speech or actions, including cyber bullying or cyber harassment;
- harmful or offensive verbal or written comments related to race, ethnicity, religion, colour, sex, age, national origins, sexual orientation, disability, gender identity or expression, ancestry, family status or pregnancy;
- inappropriate use of nudity and/or sexual images;
- bullying, mobbing or stalking;
- harassing use of photography or recording;
- uninvited sexual attention or contact;
- physical assaults including uninvited touching; and
- real or implied threat of physical harm.

SCOPE

This code of conduct applies to all formal and informal Congress events, including social events organised by the ITUC. It applies to everyone participating, including ITUC staff and interns, attendees, speakers, volunteers and service providers.

The ITUC expects everyone participating in any way in our Congress to uphold our trade union values and to work to achieve an environment that is free from violence and harassment, including sexual harassment, and to embrace our values of equity and equality and thus conduct themselves in the course of the Congress consistent with those values.

PROCESS

Anyone who is subject to violence and harassment should, if possible, inform the alleged perpetrator that their conduct is unwanted and unwelcome. But the ITUC recognises that violence and harassment may occur in unequal power relations and that it may not be possible for a victim to object to the alleged perpetrator.

If a victim cannot or does not wish to directly approach an alleged perpetrator, they can approach Ms Paola Simonetti, ITUC Director of Equality, who has been designated by the ITUC General Secretary to be responsible for receiving complaints. Ms Simonetti can be contacted at Paola.simonetti@ituc-csi.org

Guiding principles for the process by which complaints will be handled, as well as possible outcomes and remedies, are detailed in the ITUC policy. Any complaint brought to the ITUC will be treated confidentially to the extent possible to assess the situation. The process will aim to ensure that the complainant is no longer subject to the unacceptable behaviour.

The ITUC will report serious incidents to the appropriate authorities and this code does not replace the right of a person to refer the matter to a criminal or other authority.

