

# DEFENDERS' DAYS CODE OF CONDUCT

Defenders' Days Conference is committed to providing an inclusive, safe, and creative venue for Civil Rights Defenders' partners to meet, exchange ideas, learn, and develop. To ensure this, we aim to inform all participants and staff about the types of behaviour and actions we cannot tolerate at the conference or other events, and how to report unacceptable behaviour that you may witness or experience.

## THE SCOPE OF THE CODE OF CONDUCT

This Code of Conduct applies to everyone participating in Defenders' Days Conference, Defenders' Days Bootcamps, community meetups and other related events physically and remotely. Side-events include after-hours activities at the conference venue, as well as all digital spaces hosted by Defenders' Days and digital meetings before, during or after the conference. The Code of Conduct applies equally to invited partners, guests from other organisations, and Civil Rights Defenders' staff. When registering for Defenders' Days events, we ask that you confirm that you have read, understood, and agree to follow the Code of Conduct.

We assume that by participating in Defenders' Days events you confirm that you understand and support Civil Rights Defenders [Vision and Mission](#).

We count on everyone to do their part to ensure a positive experience for all participants. If you have been subjected to unacceptable behaviour, notice that someone else is being subjected to it, or have any other concerns, please contact a member of the Defenders' Days staff via the channels described below.

Defenders' Days will ensure that the participants have the information necessary to assess their personal security and need for additional measures. It is **however the responsibility of the participant to alert Defenders' Days staff about any additional measures needed in advance**, and to assess your own security and risks connected to information sharing.

## UNACCEPTABLE BEHAVIOUR

Unacceptable behaviour may occur online or in person and **include** the following actions:

- Verbal or written comments or actions that reinforce oppression related to personal aspects or characteristics of another participant, such as their national origin, gender, gender identity and expression, race, ethnicity, sexual orientation, physical characteristics, disability, religion, or age;
- Verbal or written threats or demands;
- Sexualised images in public spaces, physical or digital;
- Intimidation;
- Stalking;
- Unwanted photography or recording;
- Sustained disruption of sessions or events;

- Unwelcome physical contact or sexual attention;
- Drugging food or drink;
- Violating the conference [Privacy Policy](#);
- Enlisting the help of others, in person or online, to target a participant;
- Advocating for or encouraging any of the above behaviours;
- Intentional dismissal of an attendee's gender identity, expression, or sexual orientation in any form.

If you discuss difficult topics that may distress other participants, provide warnings so people may leave a conversation or plan coping strategies. If a conversation is making someone uncomfortable, allow them to leave the conversation, and do not follow them. Leave people alone who have asked to be left alone, do not address further comments to them verbally or through digital means. However, the organisers are encouraged to check in with the person to understand and possibly investigate further actions.

**Participants who are asked to stop unacceptable behaviours are expected to comply immediately.** Depending on the severity, or if there are repeat offenses, Defenders' Days staff will respond appropriately. This can include, but is not limited to, warnings, removal from a session, or expulsion from Defenders' Days. With the consent of the person being harassed, local authorities will be called if necessary.

If unacceptable behaviour occurs during a session, in-person, digital or hybrid, Civil Rights Defenders staff may need to respond with a quick decision to prevent further harm and stabilize the situation. The incident response team will then assess the situation and decide on the final response and remedy, ensuring the safety of our participants and those most at risk.

## PRIVACY AT AND AROUND THE CONFERENCE

Unless otherwise noted, all events during the conference are held under the Chatham House Rule: **participants are free to use the information received, but neither the identity nor the affiliation of the speaker(s), nor that of any other participant, may be revealed.**

In every session, moderators or organizers will announce the level of privacy expected from participants. All participants should respect these guidelines. Some events will be semi-public and include members of the press or other organisations from Civil Rights Defenders' network. The entire conference is invitation only.

Due to privacy concerns for many of the participants, we expect everyone to obtain **express consent** before photographing or recording video of anyone at or around the conference or in digital meeting spaces. This includes persons in the background of pictures and screen captures! Likewise, you are required to obtain consent before tagging someone in a post, picture or video referring to the conference.

If recording will take place at an event or session, in-person or digitally, it will be announced in advance, and we will specify how the recording will be used.

Participants have the freedom to use any names or alias they choose. During sessions in digital space, participants are not required to have their webcams or microphones turned on.

## REPORTING VIOLATIONS

Reports can be made confidentially by doing one of the following:

- In person to Defenders' Days staff on-site. Defenders' Days staff can be identified by the red lanyards they have for their conference badges
- Email [incident@crd.org](mailto:incident@crd.org)
- Call or Signal message to +46 076 511 8197.

Languages spoken: English, Russian, Spanish, Swedish.

All reports are confidential and will be kept to as small a group as reasonably possible. You will never be forced to take actions that make you feel unsafe, and no communication will be made in your name.

Conference staff can help with contacting hotel/venue security or local law enforcement, providing security escorts, or otherwise providing necessary assistance to ensure that a person experiencing harassment feels safe for the duration of the conference.

You may request that we undertake these actions on your behalf. However, our ability to involve appropriate authorities may be limited if you wish to not be identified by name.

### Incident Response Committee

The following individuals form the Code of Conduct Incident Response Committee:

- **John Stauffer**, Deputy Executive Director
- **Jason Yabal**, Security Officer
- **Mirjam Warne**, Senior HR Strategist
- **Zinaida Muradova**, Department Director, Eurasia Department
- **Julian Garcia**, Programme Officer, Latin America Department

If your concern involves a member of the committee, or there is a conflict of interest, they will remove themselves from handling your report. In case law enforcement needs to be contacted, the Executive Director of Civil Rights Defenders will also be informed.