



Organization for Security and Co-operation in Europe

Behavioural Code during OSCE Meetings

For the purpose of ensuring that all participants in meetings are treated with dignity and respect, and are aware of their role and responsibilities in maintaining a positive meeting environment free of any form of discrimination, the organizers inform all participants that no form of discrimination and harassment, including sexual harassment, will be tolerated during the meeting.

Discrimination consists of any unfair treatment or arbitrary distinction based on a person's race, sex, religion, nationality, ethnic origin, sexual orientation, disability, age, language, social origin or other status.

Harassment is any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment may take the form of words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another or which create an intimidating, hostile or offensive environment.

Sexual harassment is any unwelcome sexual advance, request for sexual favour, verbal or physical conduct or gesture of a sexual nature, or any other behaviour of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another .

The organizers have the duty to take all appropriate measures towards ensuring a harmonious, inclusive, respectful and safe meeting environment, and to protect all participants in the meeting from exposure to any form of the above conduct. In their interactions with others, all participants in the meeting are expected to act with tolerance, sensitivity and respect for differences. The organizers reserve the right to take appropriate measures should a meeting participant engage in any of the above conduct.