

## CODE OF CONDUCT OF MedECC<sup>1</sup>

This code of conduct applies to all participants who are attending MedECC meetings and events, whether in person and remote. It applies also to e-mail exchanges and other interactions among members. The MedECC's email exchanges, meetings and events are professional, respectful and harassment-free environments for all participants. Participants are expected to conduct themselves with integrity and in a manner that is professional, respectful, tolerant and responsible. A zero-tolerance approach will be applied to any form of discrimination or harassment, including sexual harassment and bullying, within MedECC.

Discrimination is any unfair treatment or arbitrary distinction based on a person's race, religion, nationality, ethnic origin, gender, disability, age, language, social origin or other status. Discrimination may be an isolated event affecting one person or a group of persons similarly situated or may manifest itself through harassment or abuse of authority.

Harassment is any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offense or humiliation to another person because of inter alia, an individual's gender, gender identity and expression, disability, physical appearance, ethnicity, national origin, age, or religion. 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 intimidating, hostile or offensive professional environments.

Sexual harassment is a specific type of prohibited conduct. It is any unwelcome conduct of a sexual nature. Sexual harassment may be any conduct of a verbal, including via electronic or telephonic means, nonverbal or physical in nature and may occur between persons of the opposite or same sex.

When the MedECC member feels like an issue has arisen regarding disrespectful treatment, harassment or discrimination, regardless of whether it rises to the level of breach of this conduct, this person is encouraged to discuss this issue with MedECC Co-Chairs or Scientific Secretariat in confidence. A situation of a clear or perceived breach of the code of conduct may be reported either verbally or in writing.

All reports and allegations of breaches to this code of conduct will be handled sensitively and in confidence. The immediate priority will be to protect the privacy of the person(s) exposed to the breach of conduct and the need for further action will be assessed carefully on a case-by-case basis.

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<sup>1</sup>This Code of conduct is inspired by the [“Code of conduct for meetings and events of the Intergovernmental Panel on Climate Change”](#)