



CODE OF CONDUCT

to Prevent Racism, Racial Discrimination
and Harassment, Including Sexual Harassment,
at UPU Events

PURPOSE

The UPU is committed to holding events where everyone can participate in an inclusive, respectful and safe environment.

UPU events are guided by the highest ethical and professional standards, and participants are expected to behave with integrity and respect towards other participants and all those involved.

Applicability

This Code of Conduct applies to any UPU event, including meetings, conferences, symposia, assemblies, receptions, scientific and technical forums, workshops, exhibits, side events, and any other forum organized, hosted or sponsored in whole or in part by the UPU wherever it takes place, as well as any event or gathering that takes place on UPU premises, regardless of whether the UPU is organizing, hosting or sponsoring said event or gathering.

This Code of Conduct applies to all participants at a UPU event, including all persons attending or involved in any capacity in the event.

The UPU commits to implementing this Code of Conduct. This Code of Conduct is not legal or prescriptive in nature. It supplements, and does not affect the application of, other relevant policies, regulations, rules and laws, including laws regulating the premises on which the UPU event takes place and any applicable host country agreements.

Prohibited conduct

Harassment is any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment in any form because of gender, gender identity and expression, sexual orientation, physical ability, physical appearance, ethnicity, race, national origin, political affiliation, age or religion, or for any other reason, is prohibited at all times, including at UPU events.

Examples of racism and racial discrimination include, but are not limited to:

Unwarranted, intrusive or persistent questioning about a person's ethnic or racial origin, culture or religion;

Social exclusion or isolation of, or refusal to cooperate with, a person because of their race or origin;

Repeatedly making aggressive facial expressions towards a person of a different race;

Keeping or sending inappropriate messages/materials that may cause offence to others;

Making derogatory or demeaning comments about a person's race or national origin.

Sexual harassment is a specific type of prohibited conduct. Sexual harassment is any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation. Sexual harassment may involve any conduct of a verbal, nonverbal or physical nature, including written and electronic communications, and may occur between persons of the same or different genders.

Examples of sexual harassment include, but are not limited to:

Making derogatory or demeaning comments about someone's sexual orientation or gender identity;

Name-calling or using slurs with a gender/sexual connotation;

Making sexual comments about appearance, clothing or body parts;

Rating a person's sexuality;

Repeatedly asking a person for dates or asking for sex;

Staring in a sexually suggestive manner;

Unwelcome touching, including pinching, patting, rubbing or purposefully brushing up against a person;

Making inappropriate sexual gestures, such as pelvic thrusts;

Sharing sexual or lewd anecdotes or jokes;

Sending sexually suggestive communications in any format;

Sharing or displaying sexually inappropriate images or videos in any format;

Attempted or actual sexual assault, including rape.

Complaint process

A participant who feels that they have been harassed at a UPU event may report the matter to the organizer of the UPU event or relevant security authority. A participant who witnesses such harassment should likewise report the matter. Such reporting shall have no effect on any applicable rules and procedures that may apply in the UPU or to other personnel.

The organizer of the UPU event will be expected to take appropriate action in accordance with its applicable policies, regulations and rules.

Examples of appropriate action may include, but are not limited to:

Undertaking a fact-finding exercise;

Requesting the perpetrator to immediately stop the offending behaviour;

Suspending or terminating the perpetrator's access to the UPU event or refusing registration at future UPU events, or both;

Conveying the complaint to any investigative or disciplinary authority with jurisdiction over the person accused of harassment;

Conveying a report to the employer of or entity with jurisdiction over the person accused of harassment for appropriate follow-up action.

The victim of alleged harassment may also seek help from other relevant authorities, such as the police, bearing in mind the applicable legal framework.

A participant should never knowingly make a false or misleading claim about prohibited conduct.

Prohibition of retaliation

Threats, intimidation and any other form of retaliation against a participant who has made a complaint or provided information in support of a complaint are prohibited. The UPU will take any reasonable and appropriate action needed to prevent and respond to retaliation, in accordance with its applicable policy, regulations and rules.

