

2021 Campaign to Stop Killer Robots' Global Meeting Code of Conduct

The Campaign to Stop Killer Robots strives to create and protect safe spaces for people, online and in person. We aim to ensure all people are treated with respect and dignity, and all participants can partake in the Campaign's Global Meeting free of intimidation, discrimination, or hostility — regardless of gender identity and expression, sexual orientation, nationality, origin, race, ethnicity, religion, age, disability, or physical appearance. We do not tolerate harassment in any form.

This Code of Conduct embodies our commitment to uphold these principles and outlines our expectations and our responses to violations of the Code of Conduct. Participants' conduct in the Global Meeting impacts the image of the humanitarian disarmament community as a whole. All participants, partners, and supporters of the Campaign are expected to read, understand, and abide by this Code of Conduct. Anyone who is found to have violated this policy may be asked to leave the Global Meeting's virtual spaces.

We acknowledge that it takes courage and vulnerability to report cases of harassment or violations of the Code of Conduct, and understand that some participants of the Campaign are at greater risk of experiencing harassment and face more barriers to speaking out against it. We commit to creating structures and spaces to report harassment or need for support, and will make efforts to create safer spaces within the Global Meeting. Please reach out to us at admin@stopkillerrobots.org for any questions or feedback you may have about our Code of Conduct.

Participant Contract

As a participant of the Global Meeting, I agree to:

1. Behave in a considerate and respectful manner towards all other participants, partners, and supporters of the Campaign at all times and refrain from language and actions that might bring discredit upon myself, my organization, my country, and the Campaign, committing that:
 - I will not participate in harassment of any kind. Harassment is any verbal, nonverbal, or physical conduct designed to threaten, intimidate, silence, or coerce. Harassment includes but is not limited to:
 - Offensive or unwelcome comments, including epithets, slurs, negative stereotyping, and discriminatory remarks disguised as humor, based on gender identity and expression, sexual orientation, race, ethnicity, religion, age, disability, or physical appearance;
 - Distribution, display, or discussion of written or graphic material that ridicules, insults, or shows hostility or disrespect toward an individual or group because of gender identity and expression, sexual orientation, race, ethnicity, religion, age, disability, or physical appearance;
 - Deliberate "outing" of any aspect of a person's identity without their consent;
 - Deliberate misgendering or use of rejected names;
 - Intimidation or silencing, including sustained and deliberate disruption of discussion;
 - Stalking or following, including repeated one-on-one communication despite requests to cease, unwanted photography or recording, and tracking and logging online activity without consent;

- o Failure to safeguard confidential or privately shared information, including publication of private communication without consent;
 - o Attempts at intimidation, retaliation or retribution to someone who has filed or responded to a report of discrimination or harassment or violation of the Code of Conduct.
 - I will not participate in sexual harassment, including but not limited to:
 - o Exchange money, offers of employment, employment, goods, or services for sex;
 - o Unwelcome sexual attention, including innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks and obscene gestures, and requests for sexual favors (including repeated and unwelcome requests for dates);
 - o Distribution, display, or discussion of any sexually suggestive written or graphic material, including emails, photos, text messages, and tweets, that is gratuitous, off-topic, or shows hostility or disrespect toward an individual or group;
 - I will not abuse or exploit children under the age of 18 in any way, including engaging in sexual activity with children under the age of 18.
 - I will not physically abuse another person, or participate in unwelcome physical contact including inappropriate touching, tickling, pinching, petting, brushing up against, hugging, cornering, kissing, fondling, and forced sexual intercourse or assault.
 - I will not encourage, support or assist violations of this Code of Conduct.
2. Not consume alcoholic beverages to a level of intoxication where I am not able to control my behaviour and conduct myself in a courteous and respectful manner while participating in the Global Meeting. Not consume or possess illegal narcotics of any form under any circumstances while participating in the Global Meeting.
 3. Be responsible for my own actions at all times.

In the event of a violation of this Code of Conduct I accept that:

1. After carefully considering factors such as the content, nature, and threat level of the incident, and evaluating the available information, the Campaign staff will determine a course of action, including deciding whether and which response is appropriate. Potential responses include warnings or 'calling in' of behaviour; removing a participant from the virtual platform; or banning a participant from future events or platforms. If a response or the timing of it puts the safety and confidentiality of the reporting individual(s) at risk, our team will take that into consideration and prioritize preventing further harm.
2. The Campaign staff will immediately take any steps necessary to ensure the safety of the reporting individual(s), and of all participants of the Global Meeting, which may include asking the violator(s) of the Code of Conduct to leave the meeting venue.
3. My organization may be notified of the violation and proposed course of action.
4. Support may be withdrawn from me to attend the event, and I may not be invited to future events.
5. The Campaign to Stop Killer Robots is not liable or responsible for any legal actions brought against me by government authorities. I will be responsible for all legal costs in such circumstances.

I have read carefully and understand the Campaign's Global Meeting Code of Conduct. By participating in this Global Meeting I hereby agree to abide by its requirements and commit to upholding the standards of conduct required.

How to contact us about a violation

If you are being harassed by a participant, partner, or supporter of the Campaign or the Global Meeting, or notice that someone else is being harassed, have concerns about violations of the Code of Conduct, or need to talk to someone about how you are feeling in relation to discussions, interactions, or behaviour at the Global Meeting, please contact us as soon as possible on admin@stopkillerrobots.org.

The organizers of the Global Meeting have designated individuals responsible for receiving and responding to reports of violations of the Code of Conduct and providing safer spaces for support and discussion to participants triggered in any way by the Global Meeting.

- **Contact us via email:** You can share information via email at admin@stopkillerrobots.org.

We understand that talking about an incident that you experience or witness can be emotional, intimidating, or upsetting. We will make every effort to provide support and response with sensitivity, empathy, and respect. We encourage you to share information in any way that makes you feel comfortable.

Confidentiality

During and after the report handling process, The Campaign staff and those involved will protect the confidentiality of the information we receive, the privacy of the individuals involved, and the wishes of the reporting individual(s) insofar as is legally possible, and as is compatible with the safe implementation of the chosen response and protection of all participants. In addition, any notes or documents written by or received by the person(s) conducting the report handling process will be kept confidential to the extent possible and according to any applicable existing state or federal law.