

International PPE Conference

Code of Conduct



This Code of Conduct sets out to ensure that everyone feels welcome, safe, included and respected during their time at the PPE Conference at Witten/Herdecke University.

We strive to create an environment that allows everyone to have fun and flourish. We make clear our zero-tolerance policy towards any kind of discrimination or threatening behaviour.

Persons to whom this Code Applies

This code applies to all PPE Conference attendees in whatever capacity.

We respect and welcome everyone, and no form of bullying, harassment, violence, disrespectful or discriminatory behaviour is tolerated. Our policy extends to, but is not limited by, discrimination on the basis of:

- Age.
- Disabilities or impairments of any kind.
- Education and socio-economic background.
- Ethics and values, political or religious beliefs.
- Gender including sex, sexual orientation, gender identity or gender expression.
- Language and literacy.
- Physical appearance.
- Race including colour, nationality, ethnic or national origin.

Behaviours:

Individuals should be respectful and constructive in their communication and engagement with others. We will not tolerate any instance of verbally or physically aggressive behaviour. Violations of this Code should be reported to a designated Point of Contact and will be dealt with according to the complaint procedure.

Points of Contact

The Point of Contact is responsible for ensuring that all parties present are aware of their rights and obligations under this Code of Conduct. In case of witnessing or experiencing any kind of bullying, degradation, harassment, verbal, non-verbal discriminatory behaviour or anything else that breaks this code of conduct, you should report it to one of the Points of Contact, provided you feel comfortable doing so.

Contact Persons: Kennedy Rodrigues and Ramona Szymczak (participant support)

Complaint Procedure

In the case of witnessing or receiving any complaints the Point of Contact is required, on their best judgement, to, in a successive order and depending on the severity of the action:

- Remind participants of their obligation to act in accordance with the Code of Conduct.
- Engage in conversation with both sides and agree to an appropriate plan of action (you may choose to stay anonymous).
- Incidents that require further action will be escalated to the relevant authorities or the participant will be asked to leave the conference.

If the Point of Contact feels at any time that there is a risk of injury to any person, they should ensure that the venue is safe for all participants and contact the relevant authorities if necessary and possible according to the laws of the country.

In order to protect the privacy of the persons affected, all parties involved are bound to discretion, except if any legal procedure requires disclosure or for the safety of an individual.