

CODE OF CONDUCT

EVIDENCE TO IMPACT SYMPOSIUM: SHAPING ADOLESCENT-CENTERED POLICIES AND PROGRAMS IN EASTERN AND SOUTHERN AFRICA (E2I) CODE OF CONDUCT

The E2I is committed to creating an environment where everyone feels welcome, safe, and respected.

By registering for and attending the E2I Symposium, you agree to uphold the following standards.

Respect and Inclusion

Discrimination or harassment of any kind is not allowed at any E2I Symposium activity. This includes conduct based on sex, gender, marital status, pregnancy, race, color, ethnicity, national origin, immigration status, age, disability, religion, sexual orientation, gender identity or expression, military or veteran status, or any other legally protected characteristic.

All participants are expected to treat one another with dignity and respect. This applies to attendees, speakers, volunteers, sponsors, vendors, hotel staff, and anyone else involved in the event.

Harassment in any form, including sexual, emotional, verbal, or physical, is prohibited. Sexual misconduct of any kind, including sexual harassment and sexual assault, is strictly prohibited.

These expectations apply in all settings connected to the E2I Symposium, including committee meetings, workshops, conference sessions, social events, and any other related activities, whether formal or informal.

Reporting and Accountability

A clear process for reporting inappropriate behavior will be shared with all attendees during the conference.

Participants who engage in discriminatory conduct, harassment, or sexual misconduct may have their participation limited or terminated without refund, at the discretion of the E2I Steering Committee.

Power and Professional Responsibility

We recognize that power differences may exist or be perceived to exist between participants based on gender, age, professional role, cultural background, or other factors.

All participants are expected to:

- Be mindful of actual or perceived power imbalances in their interactions.
- Model the respectful behavior they expect from others.
- Avoid situations or behavior that could reasonably be seen as inappropriate, coercive, or threatening. This includes following or persistently approaching someone who has not expressed interest, offering professional opportunities in exchange for personal favors, or engaging in conduct that could place someone in an uncomfortable position.
- Refrain from any physical, verbal, or sexual behavior that a reasonable person would view as inappropriate or threatening.

Creating a respectful environment is a shared responsibility. By participating in the E2I Symposium, you agree to contribute to a professional, inclusive, and safe community for everyone.

Safeguarding Youth Participants at E2I

The E2I Symposium welcomes participants under the age of 18. We are committed to ensuring their safety, dignity, and meaningful participation throughout the event.

Youth participants will be identified by a distinctive badge lanyard and must be accompanied by a parent or legal guardian at all times.

Safeguarding young people is a shared responsibility.

Responsibilities of Adult Participants (18+)

All adult participants are expected to help maintain a safe environment for minors during all E2I Symposium activities, including plenary sessions, scientific and poster sessions, exhibition spaces, side events, meetings, and related social events.

The following rules apply:

- Personal information and media
- Do not request personal information from a minor without the express written or recorded verbal consent of their parent or legal guardian.
- Do not take, record, or post photos or videos of a minor without the express written or recorded verbal consent of their parent or legal guardian.

If consent is given, any quotes/information, images, or recordings must be presented in a way that preserves the minor's dignity and privacy.

Alcohol and substances

Do not offer alcohol or psychoactive substances to minors under any circumstances.

Reporting concerns

If you observe behavior that appears inappropriate, concerning, or unusual between an adult and a minor, report it immediately to the conference organizing team at adolescentsymposium@popcouncil.org. You may also notify the venue information desk, which will connect you with the appropriate team.

Prohibited conduct

Any form of discrimination, humiliation, violence, abuse, bullying, harassment (physical, sexual, emotional, or verbal), intimidation, or exploitation involving a minor is strictly prohibited.

Anyone found to have engaged in inappropriate conduct with a minor will be reported to the appropriate authorities and required to leave the venue immediately and permanently, without refund.

Supervision of Minors

Minors must be accompanied by a parent or legal guardian at all times during their participation in the E2I Symposium, including sessions, meetings, exhibition spaces, and related events.

The E2I Symposium organizers do not provide individual supervision of minors.

Respectful Engagement with Youth

E2I is committed to creating a safe, equitable, and respectful environment that supports the meaningful participation of young people.

All participants are expected to:

- Treat minors with respect.
- Listen to their perspectives.
- Respect their ideas, experiences, culture, and beliefs.
- Engage with them in ways that support their learning, growth, and development.

Responsibilities of Parents and Guardians

If you are the parent or legal guardian of a minor attending the E2I Symposium, you are legally responsible for their safety and supervision.

This includes identifying and managing risks and safeguarding the minor's life, dignity, safety, and well-being throughout the event.

Creating a safe environment for youth participants is essential to the success of the E2I Symposium. Every participant plays a role in upholding these standards.