

Code of Conduct

The Code of Conduct applies to any event, which shall include meetings, conferences and symposia, assemblies, receptions, scientific and technical events, expert meetings, workshops, exhibits, side events and any other forum organized, hosted or sponsored in whole or part by the organization or its partners wherever it takes place, and any event or gathering that takes place is organizing, hosting or sponsoring.

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, religion or any other reason is prohibited at WADS events.

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 offense 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

A participant who feels that they have been harassed at any event may report the matter to the organizer of the event or relevant security authority, and a participant who witnesses such harassment should make such a report. The organizer of the WADS 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 behavior
- suspending or terminating the perpetrator's access to the organization or event or refusing registration at future organization 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 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 or any other form of retaliation against a participant who has made a complaint or provided information in support of a complaint are prohibited. The organization or other entity/partner responsible will take any reasonable appropriate action needed to prevent and respond to retaliation, in accordance with its applicable policy, regulations and rules.

Safeguard against fraud, corruption and other unethical behaviour:

WADS Foundation has a zero tolerance for fraud, corruption and other unethical behaviour. WADS Foundation will not tolerate its staff, associates, partners or any other representatives associated with the delivery of its work to engage in any form of fraud, corruption and other unethical behaviour. WADS Foundation has a committee of three persons of which one member is to be a female person. Any complain received from any staff working in the organization w.r.t fraud, corruption and other unethical behaviour will be dealt within two weeks and subsequent actions will be taken. As already mentioned WADS Foundation has a zero tolerance for fraud, corruption and other unethical behaviour.