



World Health  
Organization

# CODE OF CONDUCT

To Prevent Harassment,  
including Sexual Harassment, at WHO events

## PURPOSE

WHO is committed to enabling events at which everyone can participate in an inclusive, respectful and safe environment. WHO events are guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards all participants attending or involved with any WHO event.

## APPLICABILITY

The Code of Conduct applies to any WHO 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 WHO wherever it takes place, and any event or gathering that takes place on WHO premises whether or not WHO is organizing, hosting or sponsoring.

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

Any other entity responsible for a WHO event commits to implementing the Code of Conduct.

The 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 in which the WHO event takes place and any applicable host country agreements.

## PROHIBITED CONDUCT

Harassment is any behaviour that is directed at another person and has the effect of offending, humiliating or intimidating that person; and the person engaging in the behaviour knows or reasonably ought to know would offend, humiliate or intimidate that other person. Harassment in any form because of gender, gender expression, gender identity, race, religion or belief, nationality, ethnic or social origin, age, sexual orientation, marital status, disability, language or any other reason is prohibited at WHO 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 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.