



Code of Conduct to Prevent Harassment at IAMU Events

Purpose

The International Association of Maritime Universities (IAMU) is committed to hosting and facilitating events at which everyone can participate in an inclusive, respectful and safe environment.

IAMU events are guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards all other participants attending or involved with any IAMU event.

Applicability

The Code of Conduct applies to any IAMU event, which shall include Annual General Assemblies, IAMU Conferences, IAMU Student Forums, meetings, scientific and technical events, workshops and any other events organised, hosted, or sponsored in whole or part by IAMU wherever it takes place.

The Code of Conduct applies to all participants at IAMU events, including all persons attending or involved in any capacity.

The IAMU or other entity responsible for an IAMU 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 IAMU event takes place and any applicable host country agreements.

Prohibited Conduct

Harassment is any improper or unwelcome conduct that might reasonably be expected or is reasonably 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, language, age, religion, or any other reason is prohibited at IAMU 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 unwelcomed sexual comments about appearance, clothing, or body parts;
- rating a person's sexuality;
- repeatedly asking a person for dates or asking for sexual favours;
- unwelcomed touching, including pinching, patting, rubbing, or purposefully brushing up against a person;
- making inappropriate sexual gestures, as well as prolonged, unwelcomed staring;
- sharing unwelcomed offensive anecdotes or jokes;
- sharing or displaying sexually inappropriate images or videos; and
- attempted or actual sexual assault, including rape.

Complaint Process

A participant who feels that they have received or witnessed harassment at an IAMU event may report the matter either to the organizer of the IAMU event or to the relevant security authority. Such reporting shall have no effect on the applicable rules and procedures that may apply to IAMU and its personnel. The organizer of the IAMU 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 behaviour;

- suspending or terminating the perpetrator’s access to the IAMU event or refusing registration at future IAMU events, or both; and
- conveying the complaint or a report to an appropriate authority.

The victim of alleged harassment may also seek help from other relevant authorities, such as the police. 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 IAMU or any other entity responsible for an IAMU event will take any reasonable and appropriate action needed to prevent and respond to retaliation, in accordance with its applicable policy, regulations, and rules.

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