

Coalition Code of Conduct for Participation in Events and Activities

Upholding Impact, Integrity, Respect, Teamwork and Innovation

I. Introduction

This Code of Conduct outlines the standards of behavior expected of all participants—whether members, institutional and knowledge partners, Secretariat staff, or guests. This Code applies to both in-person and virtual/hybrid formats of Coalition activities including all Coalition-sponsored events, meetings, and engagements. As an international alliance committed to promoting equitable and inclusive progress around the world, we uphold the highest standards of *Impact, Integrity, Respect, Teamwork, and Innovation*.

We affirm the inherent dignity of all individuals and expect a culture where everyone—regardless of gender, race, ethnicity, nationality, religion, ability, sexual orientation, gender identity, age, or any other characteristic—is treated with respect and without discrimination or harassment.

II. Values and Ethics

Thank you for respecting and upholding our values and ethics.

- Treat everyone with respect and dignity
- Create a safe, respectful, and comfortable environment for everyone
- Welcome our diversity and encourage inclusivity
- Respect established norms and local customs through your behavior
- Communicate respectfully and productively with others
- Seek permission before sharing any recordings
- Respect the personal space and boundaries of those around you
- Protect others by swiftly reporting any misconduct you observe

III. Examples of Unacceptable Behaviors

Unacceptable behaviors include, but are not limited to:

- **Sexual harassment**, including unwanted physical contact, inappropriate sexual comments or jokes, unwelcome advances, or other conduct of a sexual nature – including the taking, sharing, or posting of photographs or recordings of individuals without their explicit consent.
- **Discriminatory language or actions** based on gender, race, ethnicity, nationality, religion, age, ability, sexual orientation, or any other characteristic.

- **Bullying, intimidation, or aggressive behavior**, whether in person, in writing, or through digital communications.
- **Demeaning or exclusionary conduct**, including interrupting or dismissing individuals based on assumptions or biases.
- **Retaliation** against individuals who report concerns or support others in doing so.

We especially emphasize that **gender-based harassment or exclusion, unwanted advances or suggestive behavior, particularly toward women**, will not be tolerated under any circumstances.

IV. Reporting and Response

The Coalition is committed to taking all reports of inappropriate behavior seriously. Anyone who experiences or witnesses unacceptable behavior is encouraged to:

- Report the incident promptly to designated Secretariat staff, Coalition Co-Chair representatives, or other members that can report on their behalf. Members can also report directly by emailing the [Coalition Secretariat](#). Serious violations may also be escalated to relevant institutions and authorities where necessary.

The Coalition with support from Secretariat staff from the World Bank and IMF will:

- Investigate reported incidents promptly, fairly, and discreetly.
- Take appropriate corrective action, which may include removal from events, exclusion from future activities, or other disciplinary measures – which may include expelling a member or partner from the Coalition.
- Support and protect individuals who report violations in good faith.

Reports will be handled with appropriate care to ensure privacy and confidentiality. No action will be taken without consent from the affected individual.

V. Commitment to Continuous Improvement

As a global and diverse coalition, we recognize that the work of fostering respectful and inclusive spaces is ongoing. We commit to:

- Reviewing this Code regularly to reflect evolving best practices, including from partner institutions.
- Providing education and training for Secretariat staff and leadership, including Co-Chairs teams, on respectful engagement and anti-harassment principles.
- Listening to feedback from members and stakeholders to continually strengthen our culture of dignity and respect.