



DUBLIN
Front Line Defenders – Head Office
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FRONT LINE DEFENDERS CODE OF CONDUCT

Front Line Defenders (FLD) is committed to creating and ensuring a safe space for everyone at the Dublin Platform and beyond. Everyone must be treated with respect and dignity, and strive to support an environment that is free of discrimination or intimidation.

The Platform is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. We do not tolerate harassment, including sexual harassment, of participants in any form. Conference participants violating these rules may be expelled from the Platform at the discretion of Front Line Defenders.

By participating in Dublin Platform and/or collaborating with Front Line Defenders, I agree and expect others to concur:

Not to take part (active or passive) in any form of:

- Harassment including, but not limited to, any verbal or physical conduct that may be reasonably perceived as denigrating or showing hostility (even if disguised as humour) towards an individual because of her/his/their race, ethnicity, religion, gender identity or expression, sexual orientation, pregnancy or related condition, marital status, age, abilities, physical appearance, body size, and citizenship. Conduct prohibited are unwelcome discussion of sexual orientation or gender identity, deliberate “outing” of any aspect of a person’s identity, deliberate misgendering, slurs, negative stereotyping or intimidating acts (stalking, unwelcome physical contact and sustained disruption in discussions and conversations).
- Unwelcome sexual attention, including any specific activity for which affirmative consent was not requested and given, sexual jokes, unwelcome requests for dates, obscene gestures, and any suggestive comments. Alcohol consumption or use of other intoxicating substances is neither an excuse nor an invitation for harassment.
- Unwelcome physical contact including petting, brushing up against, cornering, kissing, fondling, and forced sexual intercourse or assault.
- The circulation, viewing, displaying or posting of written or graphic materials that show hostility towards an individual, are sexually suggestive and otherwise inappropriate.
- Sexual exploitation including unwanted sexual activity or behaviour that happens without consent or understanding, sexual activity with a child under the age of 18 (lack of knowledge of the age in not a defence).
- Advocating for, or encouraging, any of the above behaviour.
- Intimidation or retribution to someone who has reported discrimination or harassment, or appeared as a witness.

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If you are being harassed or made uncomfortable by a participant, staff or anyone else at the Platform, notice that someone else is being harassed, or have other related concerns, please contact FLD's Safeguarding Team point person Caitríona Rice as soon as possible via the following channels:

- contact Caitríona directly at +353 85 7482126 (WhatsApp/Signal);
- ask for Caitríona at the reception desk in the main foyer at Dublin Castle;
- <https://www.frontlinedefenders.org/secure/comment.php>; or
- via email to complaints@frontlinedefenders.org

For further information on the Front Line Defenders Safeguarding Policy please visit our website: https://www.frontlinedefenders.org/sites/default/files/front_line_defenders_safeguarding_policy.pdf

Front Line Defenders is committed to responding to all complaints and concerns of abuse. Immediate action and support will be given to the victim/survivor and subject of the complaint to maintain safety and confidentiality until the investigation is complete.