

## Code of conduct for meetings and events of the Intergovernmental Panel on Climate Change

The code of conduct for meetings and events of the Intergovernmental Panel on climate Change (IPCC) is informed by the United Nations and World Meteorological Organization (WMO) guidance and instructions as contained in the Charter of the United Nations<sup>1</sup>, the UN Secretary-General Bulletin on Prohibition of discrimination, harassment including sexual harassment, and abuse of authority<sup>2</sup> and the WMO Ethics Framework<sup>3</sup>.

It applies to all participants who are attending IPCC meetings and events, including Panel sessions, lead author meetings, expert meetings and workshops as well as outreach events organized by the IPCC Secretariat or the Working Group Technical Support Units.

IPCC meetings and events are professional, respectful and harassment-free environments for all participants. Participants are expected to conduct themselves with integrity and in a manner that is professional, respectful, tolerant and responsible. A zero-tolerance approach will be applied to any form of discrimination or harassment, including sexual harassment and bullying, at IPCC meetings and events.

Discrimination is any unfair treatment or arbitrary distinction based on a person's race, religion, nationality, ethnic origin, sexual orientation, disability, age, language, social origin or other status. Discrimination may be an isolated event affecting one person or a group of persons similarly situated or may manifest itself through harassment or abuse of authority.

Harassment is any improper and unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person because of inter alia, an individual's gender, gender identity and expression, sexual orientation, disability, physical appearance, ethnicity, national origin, age, or religion. Harassment may take the form of words, gestures or actions which tend to annoy, alarm, abuse, demean, intimidate, belittle, humiliate or embarrass another or which create intimidating, hostile or offensive professional environment.

Sexual harassment is a specific type of prohibited conduct. It is any unwelcome conduct of a sexual nature. Sexual harassment may be any conduct of a verbal, including via electronic or telephonic means, nonverbal or physical in nature and may occur between persons of the opposite or same sex.

In the event that a participant feels like an issue has arisen regarding disrespectful treatment, harassment or discrimination, regardless of whether it rises to the level of breach of this conduct, the participant is encouraged to write an email about it in confidence. A designated point of contact will be identified from the TSU, but if they feel more comfortable, participants could discuss with a Co-Chair or the IPCC Deputy Secretary.

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<sup>1</sup> <https://www.un.org/en/sections/un-charter/un-charter-full-text/>

<sup>2</sup> [https://www.un.org/en/ga/search/view\\_doc.asp?symbol=ST/SGB/2008/5](https://www.un.org/en/ga/search/view_doc.asp?symbol=ST/SGB/2008/5)

<sup>3</sup> [https://library.wmo.int/pmb\\_ged/2007\\_wmo-code-ethics\\_en.pdf](https://library.wmo.int/pmb_ged/2007_wmo-code-ethics_en.pdf)

In the event of a clear or perceived breach of the code of conduct, it may be reported either verbally or in writing to the Co-Chairs, TSU or IPCC Secretariat.

All reports and allegations of breaches to this code of conduct will be handled sensitively and in confidence. The immediate priority will be to protect the privacy of person(s) exposed to the breach of conduct and the need for further action will be assessed carefully on a case-by-case basis. Note that this policy applies not only to in-person meetings, but also to teleconferences, e-mail exchanges and other interactions.