

Code of Conduct

The Geneva Centre for Security Policy (GCSP) is committed to providing a safe work and study environment in which people work together on the basis of mutual respect, professionalism, responsibility and collegiality. Our Code of Conduct applies to all participants engaging in any activities organised or hosted by the GCSP.

- With a view to ensuring a professional, pleasant and stimulating working environment, participants of GCSP-delivered activities are expected to observe the following rules:
- Treat their fellow participants with respect, civility and fairness while respecting diversity of opinion and background;
- Respect and courteously engage GCSP staff, guest speakers and visitors of the Centre;
- Any form of discrimination, harassment, verbal- and non-verbal violence, or victimisation of others, including sexist behaviour, psychological or sexual harassment will not be tolerated;
- Avoid purposefully offending, embarrassing or threatening others, and fully refrain from disruptive behaviour;
- Refrain from being under the influence of substances or engaging in disruptive behaviour that could endanger safety or well-being;
- Abstain from sharing information about fellow participants, GCSP staff and guests on social media or elsewhere without their explicit authorisation. This includes **official correspondence** (e.g. acceptance letters) and graduation documentation e.g. **certificates**;
- Conduct themselves in a manner that promotes a positive identity of the GCSP and its activities, on and off the premises, refrain from behaviour and expressions that may tarnish the reputation of the Centre;
- Act professionally on GCSP premises and during external activities organised by the Centre, as well as generally during their stay while being a hosted in Geneva;
- Display at all times due professional commitment and integrity in the engagement with the Centre;
- All sessions are held under Chatham House Rule, i.e. participants are free to use the information received, but neither the identity nor the affiliation of the speakers(s), nor that of any other participant, may be revealed;
- Not copy, modify, reproduce, re-publish, sell, upload, broadcast, post, transmit or distribute any of the course materials provided by the GCSP



to any social media platforms or to any third parties, including but not limited to Facebook, LinkedIn, X (formerly known as Twitter), YouTube, Instagram, etc. without prior permission;

- Not share, forward or make available the CLANED registration link, secure-portal passwords, virtual session links or any confidential information to any individual other than those to whom they have been granted.

Behaviour in contradiction with these principles may be subject to disciplinary action.

While online as much as in face-to-face formats, **Security and Safety** is a high priority. The GCSP endeavours to take all reasonable steps to provide an online and/or face-to-face environment in a responsible, safe, efficient, ethical, and legal manner to safeguard against common threats.

The GCSP has a **zero-tolerance policy** for any form of harassment and encourages reporting of any incidents. We reserve the right to reprimand participants who do not adhere to these standards of behaviour, at any stage of their engagement in the Centre's activities, up to and including dismissal and exclusion from our activities. The GCSP will not be held liable for any costs associated with the dismissal of participants from our activities (travel etc.).

All complaints of harassment will be taken seriously and treated in confidence and with respect.

If you have any questions about our Code of Conduct, or in the event you observe or experience behaviour in violation, please contact a member of the Course -, Event -, or Dialogue Activity Team, Senior Management, or the GCSP Human Resources Department.

Confidentiality

Any case of a suspected breach of the Code of Conduct will be dealt with in complete confidentiality, only with the concerned individuals and in a fair and just manner. In principle, no information will be shared without the express consent of the persons concerned.