

ANNEX III

## Anti-Harassment Policy

Whether on staff, as part of the CCL volunteer corps, or when engaging with public officials, media, or other stakeholders, CCE and CCL policy is that any member of our teams should treat all other individuals with dignity and respect, so they can focus their talents on the urgent work of solving this global crisis.

Political engagement is a vast and complex landscape of human interaction. There are many kinds of power imbalance at work in any political space. While there are dinners and receptions, public demonstrations, protests and celebrations, CCE and CCL ask all of their staff, volunteers, and collaborators to treat the political landscape as a professional space, where everyone has an equal right to bring their talents to the task at hand in a dignified way.

- In political and diplomatic environments, reports have emerged of talented young women who aspire to careers in climate politics and diplomacy having been subjected to sexual harassment and other forms of workplace abuse.
- Some have later left their advocacy, technical or political work, as a result.
- This is an injustice for them, and also for everyone whose lives will be affected by the loss of their talent and commitment to this urgently needed work.
- Sexual harassment and workplace abuse interfere with the personal rights of the individual affected, and also with local and global efforts to combat climate change, and can never be justified, condoned or accepted.

We also note that many talented young people have important roles to play in climate policy, advocacy, and even serve in important diplomatic positions as youth delegates, NGO representatives, technical experts, UN staff, journalists or volunteers and staff at intergovernmental negotiations. Their right to be heard and treated as peers should be assumed as part of a process where people have been invited or sent, due to their talents and ability to contribute.

- Citizens' Climate Education and Citizens' Climate Lobby oppose all forms of harassment or abuse of any person, by any person, whether they are a member of our team or not.
- Any person subjected to such abuse must be safe in seeking a remedy.
- All communications with our leadership regarding inappropriate treatment will be considered confidential unless a victim decides otherwise.
- No person accused of harassment or abuse should be the contact person for complaints or oversee any inquiry into the alleged abuse.

## MEMORANDUM OF UNDERSTANDING

We recommend that in any given political venue, organized conference, or international event, participants take care to investigate and to understand which processes are in place to handle on-site or event-related harassment or abuse.

For instance, if an incident involving any inappropriate behavior prohibited under the [UNFCCC Code of Conduct](#) occurs “within UN premises”:

- Complaints should be directed to the designated Focal Point — the United Nations Department of Safety and Security (‘UN DSS’).
- According to the Code of Conduct, “a dedicated telephone number for reporting is published in the [Daily Programme](#)”.

The Code of Conduct also specifies:

- *“If an incident of prohibited conduct occurs outside UN premises, the person who is the target or witness of possible prohibited conduct may contact the Focal Point who, as a courtesy, will connect the person who is the target or witness of possible prohibited conduct to the local security authorities who will then address the complaint in accordance with the applicable laws of that country.”*

At any United Nations climate negotiation overseen by the UNFCCC, the UNFCCC will revoke accreditation for retaliation against anyone reporting prohibited behavior.

- CCE and/or CCL will also request that the UNFCCC revoke accreditation for anyone who engages in any abusive treatment of any member of our delegation.
- CCE and/or CCL will remove any person from their delegation who engages in any abusive treatment of any person.

For any event where CCE, CCL, and/or CCEU have staff and/or volunteers, CCE and CCL request that a Lead Organizer, Head of Delegation and/or Focal Point be named, for tracking and reporting security matters that may arise with or among the group. In the event that individual is allegedly implicated in the inappropriate conduct, CCE Global Strategy staff will be available to receive complaints and to provide whatever assistance or direction possible to those affected.