October 20, 2024

**Title:** **IFATSEA CODE OF CONDUCT 1.0**

**Submitted by Executive Board**

**Summary:** The IFATSEA Executive Board is committed to providing an environment free from discrimination and harassment, regardless of an individual’s race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic prohibited by law. As such, IFATSEA will not tolerate discriminatory, harassing or otherwise unacceptable or uninvited behavior in any of the IFATSEA activities, events or meetings. It adopts the following code of conduct and expects IFATSEA attendees and guests and those who participate in any of its activities, events or meetings to abide by it.

**BE IT RESOLVE**.

That the 2024 General Assembly endorse IFATSEA CODE OF CONDUCT 1.0

International Federation Air Traffic Safety Electronics Associations

IFATSEA PARTICIPANT

CODE OF CONDUCT 1.0

IFATSEA is committed to providing an environment free from discrimination and harassment, regardless of an individual’s race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic prohibited by law. As such, IFATSEA will not tolerate discriminatory, harassing or otherwise unacceptable or uninvited behavior in any of the IFATSEA activities, events or meetings. It adopts the following code of conduct and expects IFATSEA attendees and guests and those who participate in any of its activities, events or meetings to abide by it.

A. Discrimination

Discrimination consists of any decision or judgment based on another person’s race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law.

B. Harassment

Harassment consists of unwelcome verbal, visual or physical conduct that is based on another person’s race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law. It may include, but is not limited to, actions such as the use of epithets, slurs, negative stereotyping, jokes, or threatening, intimidating or hostile acts that relate to sex, race, age, disability, or other protected categories. Harassment also may include written or graphic material that denigrates or shows hostility toward an individual or group based on protected characteristics, whether that material is sent by email, or placed on walls, bulletin boards, computer screens or other devices, or elsewhere on the premises of an activity, event or meeting.

C. Sexual Harassment

Sexual harassment can involve unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature. It can involve conduct by a person of any gender identity toward a person of the same or any other gender identity

EXPECTED BEHAVIOR

IFATSEA expects all participants in IFATSEA activities, events, or meetings to conform to the following code of conduct:

• Respect others and their views.

• Recognize and value individual differences.

• Do not engage in aggressive bullying or intimidating behavior.

• Do not engage in discriminatory or harassing behavior.

UNACCEPTABLE BEHAVIOR

IFATSEA is a democratic, non-political institution that values open and vigorous discussion of the issues facing working people (ATSEP). This code of conduct is not intended to restrict free and open debate, but rather is concerned with preventing unacceptable behavior, as detailed below. Unacceptable behavior includes, but is not limited to, the following:

• Discriminatory or harassing speech or actions, including cyberbullying or cyber harassment, by any participant.

• Harmful or offensive verbal or written comments or visual images related to race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law.

• Inappropriate use of nudity and/or sexual images.

• Bullying or stalking.

• Harassing photography or recording.

• Uninvited sexual attention or contact.

• Physical assault (including uninvited touching or groping).

• Real or implied threat of physical harm.

• Retaliating against a member who complains of unacceptable conduct under this code.

CODE OF CONDUCT REPORTING PROCESS

Prior to the start of any large IFATSEA event or meeting (e.g., regional meeting, Annual Conference, etc.), attendees will be provided with a copy of The IFATSEA Code of Conduct. IFATSEA expects all attendees to read, understand and fully comply with the IFATSEA Code of Conduct.

If you are subject to what you believe is unacceptable behavior, under this code of conduct, or witness such behavior, please report to the IFATSEA Executive Board immediately.

All properly notified reports will be investigated thoroughly by three members of a dedicated IFATSEA team. Their findings will be forwarded to the IFATSEA executive board with out delay. All reports will be treated confidentially to the extent possible to properly assess the situation. IFATSEA executive board will take all appropriate steps to ensure that the complainant is no longer subject to unacceptable behavior.

IFATSEA takes these complaints seriously and any individual engaged in discriminatory and/or harassing conduct will be subject to disciplinary action imposed by a majority vote of the Executive Board. Disciplinary actions may be, a verbal or written warning, a verbal or written advice over future conduct, exclusion from the current event or meeting, or prohibition from attending future IFATSEA events.

IFATSEA will not tolerate retaliation against any individual who complains of unacceptable behavior under this code of conduct. IFATSEA will take every step necessary and appropriate to ensure that retaliation does not occur and if it believes that retaliation has occurred, IFATSEA will take immediate action to stop the retaliation.