



**PEMSEA RESOURCE FACILITY**

# **CODE OF CONDUCT**

**TO AVOID HARASSMENT, INCLUDING SEXUAL  
HARASSMENT IN PEMSEA EVENTS**

**May 2025**

## PEMSEA CODE OF CONDUCT

Partnerships in Environmental Management for the Seas of East Asia (PEMSEA), including the EAS Governments, PEMSEA Network of Young Leaders and PEMSEA Resource Facility are committed to conducting events at which everyone can participate in an inclusive, respectful and safe environment.

PEMSEA organized or co-organized events are guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards all participants attending or involved with any PEMSEA event.

PEMSEA does not tolerate discrimination or harassment in any of its activities whether in person or virtual. Discrimination is the prejudicial treatment of individuals on the basis of race, ethnicity, gender, sexual orientation, age, disability status, or any other attribute. Harassment includes speech or any behavior, such as but not limited to remarks, both spoken and in other media, bullying, physical contact, stalking, sexual advances or requests for sexual favors, and unwelcome attention, that creates an intimidating, harmful, hostile, offensive, or threatening environment. Please remember that behavior that is acceptable to one person may not be acceptable to another, and that harassment that is intended or delivered in a joking manner is unacceptable.

A participant who feels that they have been harassed at a PEMSEA system event may report the matter to the organizer of such PEMSEA event or to the PEMSEA Resource Facility and a participant who witnesses such harassment should make such a report.

Please read the PEMSEA Code of Conduct to prevent harassment, including sexual harassment, at PEMSEA events (below) and [PEMSEA Resource Facility Sexual Harassment Policy Guidelines](#) as reference. Wrongdoing can be reported by filling up this [incident report](#). For more information, please visit the [pemsea.org](http://pemsea.org) website.

## **CODE OF CONDUCT TO AVOID HARASSMENT, INCLUDING SEXUAL HARASSMENT IN PEMSEA EVENTS**

### **Purpose**

Partnerships in Environmental Management for the Seas of East Asia (PEMSEA) and its networks' organized and/or enabled fora and events are committed to enabling events at which everyone can participate in an inclusive, respectful and safe environment.

PEMSEA events are guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards all participants attending or involved with any PEMSEA event.

### **Applicability**

The Code of Conduct applies to any PEMSEA event, which shall include EAS congress, EAS Partnership Council, PEMSEA Network of Local Governments and PEMSEA Network of Learning Centers' general assembly, meetings, conferences and symposia, assemblies, receptions, scientific and technical events, expert meetings, workshops, exhibits, side events and any other forum organized, hosted or sponsored in whole or part by PEMSEA wherever it takes place, and any event or gathering that takes place on PEMSEA premises whether or not a PEMSEA entity is organizing, hosting or sponsoring.

The Code of Conduct applies to all participants at a PEMSEA event, including all persons attending or involved in any capacity in a PEMSEA event.

PEMSEA or other entity responsible for a PEMSEA event commits to implementing the Code of Conduct.

The Code of Conduct is not legal or prescriptive in nature. It supplements, and does not affect, the application of other relevant policies, regulations, rules and laws, including laws regulating the premises in which the PEMSEA event takes place and any applicable host country agreements.

### **Prohibited conduct**

Harassment is any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment in any form because of gender, gender identity and expression, sexual orientation, physical ability, physical appearance, ethnicity, race, national origin, political affiliation, age, religion or any other reason is prohibited at PEMSEA events.

Sexual harassment is a specific type of prohibited conduct. Sexual harassment is any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation. Sexual harassment may involve any conduct of a verbal, nonverbal or physical nature, including written and electronic communications, and may occur between persons of the same or different genders.

Examples of sexual harassment include, but are not limited to:

- Making derogatory or demeaning comments about someone's sexual orientation or gender identity
- Name-calling or using slurs with a gender/sexual connotation
- Making sexual comments about appearance, clothing or body parts
- Rating a person's sexuality
- Repeatedly asking a person for dates or asking for sex
- Staring in a sexually suggestive manner
- Unwelcome touching, including pinching, patting, rubbing or purposefully brushing up against a person
- Making inappropriate sexual gestures, such as pelvic thrusts
- Sharing sexual or lewd anecdotes or jokes
- Sending sexually suggestive communications in any format
- Sharing or displaying sexually inappropriate images or videos in any format
- Attempted or actual sexual assault, including rape

#### Complaint process

A participant who feels that they have been harassed at a PEMSEA event may report the matter to the organizer of the PEMSEA event or relevant security authority, and a participant who witnesses such harassment should make such a report. Such reporting shall have no effect on any applicable rules and procedures that may apply in the UN system or to other personnel. The organizer of the UN system event will be expected to take appropriate action in accordance with its applicable policies, regulations and rules.

Examples of appropriate action may include, but are not limited to:

- undertaking a fact-finding exercise
- requesting the perpetrator to immediately stop the offending behavior
- suspending or terminating the perpetrator's access to the PEMSEA event or refusing registration at future PEMSEA events, or both
- conveying the complaint to any investigative or disciplinary authority with jurisdiction over the person accused of harassment
- conveying a report to the employer or entity with jurisdiction over the person accused of harassment for appropriate follow-up action

The victim of alleged harassment may also seek help from other relevant authorities, such as the police, bearing in mind the applicable legal framework. A participant should never knowingly make a false or misleading claim about prohibited conduct.

#### **Prohibition of retaliation**

Threats, intimidation or any other form of retaliation against a participant who has made a complaint or provided information in support of a complaint are prohibited. PEMSEA or other entity responsible for a PEMSEA event will take any reasonable appropriate action needed to prevent and respond to retaliation, in accordance with its applicable policy, regulations and rules.