



## Code of Conduct

Stop Killer Robots strives to create and protect safe spaces for people, online and in person. We aim to ensure all people are treated with respect and dignity, and all members can participate in the campaign free of intimidation, discrimination, or hostility — regardless of gender identity and expression, sexual orientation, nationality, origin, race, ethnicity, religion, age, disability, or physical appearance. We do not tolerate harassment in any form.

This Code of Conduct embodies our commitment to uphold these principles and outlines our expectations and our responses to violations of the Code of Conduct. The conduct of Stop Killer Robots member organisations impacts the image of the humanitarian disarmament community as a whole. All members of Stop Killer Robots are expected to read, understand, and abide by this Code of Conduct. Anyone who is found to have violated this policy may be asked to leave Stop Killer Robots spaces, online and in person.

This Code of Conduct applies in all Stop Killer Robots programs, events, and spaces, including websites, mailing lists, messaging platforms, social media platforms, and convenings such as regional and international meetings, diplomatic meetings and events, conferences, webinars, plenaries, and breakout sessions both online and in person. The Stop Killer Robots Steering Committee makes decisions on the basis of reported behaviour taking place at Stop Killer Robots spaces that violate the Code of Conduct and its values.

We acknowledge that it takes courage and vulnerability to report cases of harassment or violations of the Code of Conduct, and understand that some members of Stop Killer Robots are at greater risk of experiencing harassment and face more barriers to speaking out against it. Please reach out to us at [admin@stopkillerrobots.org](mailto:admin@stopkillerrobots.org) for any questions or feedback you may have about our Code of Conduct.

### **As a member of Stop Killer Robots I agree:**

1. To behave in a considerate and respectful manner at all times and refrain from language and actions that might bring discredit upon myself, my organization, my country, and the campaign to Stop Killer Robots, committing that:
  - I will not participate in harassment of any kind. Harassment is any verbal, nonverbal, or physical conduct designed to threaten, intimidate, silence, or coerce. Harassment includes but is not limited to:
    - o Offensive or unwelcome comments, including epithets, slurs, negative stereotyping, and discriminatory remarks disguised as humor, based on gender

- identity and expression, sexual orientation, race, ethnicity, religion, age, disability, or physical appearance;
- o Distribution, display, or discussion of written or graphic material that ridicules, insults, or shows hostility or disrespect toward an individual or group because of gender identity and expression, sexual orientation, race, ethnicity, religion, age, disability, or physical appearance;
  - o Deliberate “outing” of any aspect of a person’s identity without their consent;
  - o Deliberate misgendering or use of rejected names;
  - o Intimidation or silencing, including sustained and deliberate disruption of discussion;
  - o Stalking or following, including repeated one-on-one communication despite requests to cease, unwanted photography or recording, and tracking and logging online activity without consent;
  - o Failure to safeguard confidential or privately shared information, including publication of private communication without consent;
  - o Attempts at intimidation, retaliation or retribution to someone who has filed or responded to a report of discrimination or harassment or violation of the Code of Conduct.
- I will not participate in sexual harassment, including but not limited to:
    - o Exchange money, offers of employment, employment, goods, or services for sex;
    - o Unwelcome sexual attention, including innuendoes, suggestive comments, jokes of a sexual nature, sexual propositions, lewd remarks and obscene gestures, and requests for sexual favors (including repeated and unwelcome requests for dates);
    - o Distribution, display, or discussion of any sexually suggestive written or graphic material, including emails, photos, text messages, and tweets, that is gratuitous, off-topic, or shows hostility or disrespect toward an individual or group;
  - I will not abuse or exploit children under the age of 18 in any way, including engaging in sexual activity with children under the age of 18.
  - I will not physically abuse another person, or participate in unwelcome physical contact including inappropriate touching, tickling, pinching, petting, brushing up against, hugging, cornering, kissing, fondling, and forced sexual intercourse or assault.
  - I will not encourage, support or assist violations of this Code of Conduct.
2. Not consume alcoholic beverages to a level of intoxication where I am not able to control my behaviour and conduct myself in a courteous and respectful manner while participating in events and meetings organized by or as a delegate of Stop Killer Robots. Not consume or possess illegal narcotics of any form under any circumstances while participating in events and meetings organized by or as a delegate of Stop Killer Robots.
  3. Be responsible for my own actions at all times.

**In the event of a violation of this Code of Conduct I accept that:**

1. After carefully considering factors such as the content, nature, and threat level of the incident, and evaluating the available information, the Stop Killer Robots Steering Committee or Code of Conduct focal point will determine a course of action, including deciding whether and which response is appropriate. Potential responses include warnings

or 'calling in' of behaviour; denying funding and support; removing a participant from an event or platform; or banning a participant from future events or platforms. If a response or the timing of it puts the safety and confidentiality of the reporting individual(s) at risk, that will be taken into consideration and preventing further harm will be prioritized.

2. My organization may be notified of the violation and proposed course of action.
3. Support may be withdrawn from me to attend the event, and I may not be invited to future events.
4. Stop Killer Robots (including Steering Committee members and staff) are not liable or responsible for any legal actions brought against me by government authorities. I will be responsible for all legal costs in such circumstances.

### **Contract**

I have read carefully and understand the Stop Killer Robots Code of Conduct. As a member of Stop Killer Robots or while participating in events and meetings organized by or as a delegate of Stop Killer Robots I hereby agree to abide by its requirements and commit to upholding the standards of conduct required.