



Code of conduct

ECTMIH 2023 values include equity, diversity and inclusion and we ask that delegates observe these values during the congress.

This code of conduct was developed by the ECTMIH 2023 Local Organizing Committee, and based on the FESTMIH and IFMSA Codes of Conduct.

Its aim is to ensure a healthy, equitable, diverse, inclusive and (emotionally, mentally and physically) safe experience for all ECTMIH 2023 attendees.

We ask that you:

- Lead by example
- Familiarise yourself with the Code of Conduct
- Respect and abide by the Code of Conduct
- Be accountable for your actions
- Raise concerns about suspected violations of the Code of Conduct

GENERAL AND PROFESSIONAL CONDUCT

1. Be respectful of the diversity of others (including, but not limited to their race, ethnicity, gender identity, sexual orientation, socio-economic background, religion, culture, beliefs and thoughts) and act without discrimination and in a thoughtful and respectful manner. You are expected to:
 - a. Be self-reflective in order to avoid mindsets and behaviours contributing to social exclusion and inequality.
 - b. Demonstrate sensitivity to the differences in backgrounds among participants; their identities, customs, practices, cultures and personal beliefs.
2. Do not engage in any illegal activities, unethical activities or any activities that violate or compromise human rights.
3. Be respectful and refrain from acting in ways intended to shame, humiliate, belittle or degrade.
4. Avoid causing a distraction to or interrupting ongoing activities.
5. Foster connection and communication, speak up but also listen and give others the opportunity to share their thoughts and views.
6. Respect and foster health and well-being; respect and ensure the organization and cleanliness of the facilities and areas where activities take place.
7. Be respectful of the public property and private property, both of individuals and entities including those belonging to meeting facilities, and refrain from acting in any way that may damage it or render it missing.
8. Act in an environment-friendly way and actively try to reduce my negative harm to the environment.
9. Proactively participate and engage in activities while being respectful and reflective.

DISCRIMINATION BULLYING, HARASSMENT

Discrimination, bullying and (sexual) harassment will not be tolerated at ECTMIH 2023.

1. Non-Discrimination
 - a. Discrimination is the unfavourable, unfair, or unequal treatment of an individual or a group based on a given or a group of social categories and/or identity characteristics, including, but not limited to, race, colour, national origin, sex, religion or belief, age, disability, sexual orientation, gender identity or expression, genetic information.
2. Anti-Bullying and Anti-Harassment
 - a. Bullying includes, but is not limited to, offensive, intimidating, malicious, or insulting behaviour, or an abuse or misuse of power through means that undermine, humiliate, denigrate, or injure the recipient.
 - b. Harassment is unwanted conduct, where a person is subjected to behaviour that is repeated, unwelcome, and unsolicited; the person considers it to be offensive, intimidating, humiliating, or threatening; and/or a reasonable person would consider it to be offensive, humiliating, intimidating, or threatening.
3. Sexual Harassment
 - a. Sexual Harassment is a specific and serious form of harassment. Sexual harassment is defined as unwanted sexual advances, requests for sexual favours, sexually motivated physical contact, and gender or sex-related conduct or communication when, for example,
 - (i) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment;
 - (ii) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or
 - (iii) such conduct has the purpose or effect of creating an intimidating, hostile, or offensive work environment.
4. Consent
 - a. Consent is a conscious, explicit, voluntary agreement to a proposal or desires of another person/group of people, without abuse or exploitation of trust, power or authority, coercion or threats.
 - b. By definition, affirmative consent cannot be obtained if a person is intoxicated, unconscious or asleep.
 - c. Affirmative consent may be withdrawn at any point.
 - d. Intimacy and physical contact should not be assumed appropriate and acceptable as a given. Members must be respectful of the personal space of others and seek explicit approval prior to contact.
 - e. An affirmative, unambiguous, and conscious decision by each participant must be obtained to engage in mutually agreed-upon sexual activity. Ongoing consent shall be sought at all levels of sexual intimacy regardless of the parties' relationship, prior sexual history or current activity.

SMOKING AND SUBSTANCE ABUSE

1. Consumption of alcoholic beverages will not be allowed during the conference itself, with exception to the social events where alcoholic beverages might be served.
2. Smoking is not allowed indoors within all public areas of the facilities hosting.
3. The use of illicit substances is prohibited [...]
4. Attendees have to respect the choice of others who do not drink alcoholic

beverages and must not pressure anyone to drink any. Pressuring any participant to drink alcohol against their will is a violation of the Code of Conduct.

5. Alcohol consumption does not justify any violation of the Code of Conduct.

As an ECTMIH 2023 delegate, I undertake the following:

1. I acknowledge the values of the congress

2. I will show mindfulness, respect and tolerance

- with respect different people, cultures, values and views.
- I will treat all people without discrimination and in a thoughtful and respectful manner regardless of their gender, age, ethnic or national origin, nationality, language, religion, belief, opinion, physical attributes, state of health, sexual orientation or other personal reasons.
- I will be mindful of my thoughts, words and actions and avoid mindsets and behaviours contributing to social exclusion and inequality.
- I will stand against the incitement of hatred and hate speech, as well as violence.
- I will refrain from acting in ways intended to shame, humiliate, belittle or degrade my fellow members as well as non-member individuals.

3. I will participate meaningfully

- I will respect the time and avoid causing a distraction to or interrupting ongoing activities.
- I will ensure that my communication with others is a two-way process, speaking up but also listening and giving others the opportunity to share their thoughts and views.
- I will facilitate interaction that is accepting and encouraging in nature and based on mutual support.
- I will keep my mind open to new ideas, knowledge, and feedback and evaluate my own ways of thinking and working.
- I will share my knowledge and skills with others.

4. I will act openly and responsibly

- I will not engage in any illegal activities, unethical activities or any activities that violate or compromise the human rights of others.
- I will do my best to act in an environment-friendly way and reduce any negative environmental effects.
- I will refrain from smoking or alcohol consumption where and when prohibited.
- I will respect the privacy of all individuals involved during the conference. I will handle information accumulated through our activities with care.
- I will ensure the organization and cleanliness of the facilities and areas where ECTMIH activities take place.
- I will respect the public property and private property, both of individuals and entities including those belonging to meeting facilities, and refrain from acting in any way that may damage it or render it missing.
- I will respect the instructions of the Organizing Committee.

5. I will report wrongdoing

- If I observe/witness any misconduct, I will strive to notify the Code of Conduct Committee, which will be responsible for processing the notification appropriately.