



In A World of Multiple Crises

PEOPLE OVER PROFIT

PUBLIC SERVICES INTERNATIONAL

31st World Congress

14 - 18 October 2023, Geneva

PSI 31ST WORLD CONGRESS

Making PSI Congress a space free from violence and harassment

14-18 October 2023, Palexpo, Geneva, Switzerland

Preamble and statement of principles

Solidarity is the foundation of our movement. Any conduct which undermines that solidarity undermines the dignity of our comrades and our unity of purpose. Violence and harassment contradict the values of equality and justice that we seek.

PSI is committed to respecting the dignity and integrity of each person. We condemn any form of violence and harassment, including actions and behaviour based on gender, race, ethnicity, caste or national origin, immigration status, colour, religion, political belief, age, sexual orientation, gender identity or expression or sex characteristics, appearance, social condition or economic background, education or profession, or family status. We recognise that these identities and characteristics may be intersectional.

Guidelines

These guidelines aim to foster a safe environment, prevent unacceptable acts and behaviour, and establish a process to respond to incidents of violence and harassment.

We expect officers, executive board members, delegates, observers, guests, staff, their companions, Palexpo staff, contracted suppliers and service providers participating in all Congress-related events and activities to respect these standards of behaviour, including online and on social media.

What is violence and harassment?

These guidelines are informed by the International Labour Organisation Convention 190 and Recommendation 206, which define violence and harassment as “a range of unacceptable behaviours and practices, or threats thereof, whether a single occurrence or repeated, that aims at, result in, or are likely to result in physical, psychological, sexual, or economic harm, and includes gender-based violence and harassment”. Gender-based violence and harassment is directed at persons because of their sex or gender or affects persons of a particular sex or gender disproportionately and includes sexual harassment.

Prevention

PSI will provide each Congress participant with this policy and post it in Congress venues. The guidelines will also be provided to Palexpo staff, contracted suppliers and service providers. The statement of principles (above) will be read aloud at the opening of Congress. PSI strongly encourages Congress participants to embrace these guidelines

<https://psishort.link/Congress2023>

Public Services International is a Global Union Federation of more than 700 trade unions representing 30 million workers in 154 countries. We bring their voices to the UN, ILO, WHO and other regional and global organisations. We defend trade union and workers' rights and fight for universal access to quality public services. PSI complies with European Union privacy legislation. Please refer to our [privacy policy](#) or contact privacy@world-psi.org, if you want to view, update or delete any of your contact details. Subscribe to our [mailing lists](#)

and take responsibility for promoting and maintaining an environment free of violence and harassment.

Complaint process

1. Any Congress participant may make a complaint in confidence by speaking to a designated Congress ombudsperson, emailing VHC@world-psi.org, calling the 24-hour WhatsApp emergency line < *insert mobile number* >, or submitting a written, sealed letter to the on-site Congress office marked "Attention: VHC". Anonymous complaints cannot be considered.
2. Complaints should include the facts of the incident(s), including the complainant's name and contact information, the respondent's name, the date(s), time(s), and location(s) of the alleged incidents, and the names of any witnesses.
3. Complaints will be referred to an ad hoc investigation committee (the VCH committee) of five persons appointed by the Standing Orders Committee (SOC). Members of the VCH committee will be disinterested persons with no prior knowledge of the alleged incident(s) or relationship with the complainant(s) or respondent(s).
4. The VCH committee will investigate the complaint, observing the principles of confidentiality, due process and natural justice, procedural transparency, the protection of whistleblowers, including complainants and witnesses, timely resolution, and the safety and psychosocial well-being of those involved. The committee will take steps to prevent the re-victimisation of complainants.
5. The VCH may recommend to the SOC, or the SOC may initiate appropriate interim precautionary or mitigating measures to ensure a safe environment.
6. Both the complainant(s) and the respondent(s) may designate an advocate for support and to make representations to the VHC.
7. The VHC will make recommendations to resolve the complaint to the SOC.
8. The SOC will determine the appropriate remedies or sanctions, including a verbal or written reprimand, an immediate suspension from participation in Congress, prohibition of participation in future PSI activities, and other measures.
9. Depending on the gravity of the complaint and the parties' attitudes, the SOC may facilitate proportionate remedial education and prevention measures.
10. In the case of unacceptable conduct by a Palexpo employee, a contracted supplier or service provider, the PSI Secretariat will assist the SOC to pursue appropriate remedies.
11. If appropriate, alleged criminal acts may be referred to the proper authorities.
12. Complainants and witnesses will be protected from retaliation.
13. The resolution determined by the SOC is considered binding and final.