

# Harassment & Sexual Harassment Protocol

At Geneva Peace Week, your safety and well-being matter. We are committed to creating a respectful, inclusive, and welcoming environment for all attendees, whether onsite or online.

## 1. Zero-Tolerance Policy

Geneva Peace Week upholds a zero-tolerance approach to any form of harassment or misconduct.

Harassment—including sexual harassment, intimidation, discrimination, bullying, or unwanted advances—will not be tolerated under any circumstances.

This policy applies to all participants, speakers, staff, volunteers, and partners, across all GPW venues and online platforms.

## 2. Definitions

Harassment can take many forms, including but not limited to:

- **Verbal:** Offensive comments, slurs, or unwanted sexual remarks.
- **Non-verbal:** Inappropriate gestures, prolonged staring, or displaying offensive images or materials.
- **Physical:** Unwanted touching, blocking someone's path, or physical intimidation.
- **Digital/Online:** Inappropriate messages or images, or disruptive behavior during virtual sessions.

## 3. Reporting Channels

If you experience or witness any form of harassment, we encourage you to report it through our confidential email channel:

**Email: [gpw@gpplatform.ch](mailto:gpw@gpplatform.ch)**

All reports will be treated with the utmost discretion and handled with seriousness and care.

#### 4. Immediate Response

Once a report is received via email ([gpw@gpplatform.ch](mailto:gpw@gpplatform.ch)), it will be reviewed by the GPW management, who will handle your report supportively and without judgment.

Your safety and well-being will be the top priority.

If there appears to be an immediate risk, appropriate steps may be taken, including contacting on-site security or local authorities.

You will be informed of available support options, which may include medical, psychological, or legal assistance, depending on the nature of the situation and your needs.

#### 5. Investigation & Follow-Up

A Safeguarding Committee within the GPW team will review reported cases promptly and take appropriate action. Depending on the situation, this may include:

- A verbal or written warning
- Immediate removal from the event (without refund)
- Banning from future GPW events
- Referral to local authorities, if required by law

#### 6. Support for Survivors

If you are affected by harassment, you will have access to:

- A quiet, safe space onsite
- Information on local resources, such as helplines, medical services, psychological support, and legal aid
- The option to remain anonymous in any public communications

#### 7. Confidentiality & Non-Retaliation

Your privacy matters. All reports will be treated with the utmost confidentiality.

We will not tolerate any form of retaliation against individuals who report incidents or participate in an investigation.

**Thank you for contributing to a safe and respectful Geneva Peace Week for all.**