



International Gender Champions CODE OF CONDUCT

1. Purpose

1.1 The purpose of this Code of Conduct (the “Code”) is to set out the standards of behaviour expected of all Champions (the “Champions”) of the International Gender Champions network (the “IGC”) to support our mission of advancing gender equality, inclusive leadership, and safe, respectful working environments.

1.2 The Code is a declaration of intent in alignment with the IGC commitments framework and articulates the values, commitments and responsibilities of Champions, who are heads of an organisation, mission, institution (or equivalent) that join or have joined the IGC network.

1.3 The Code is not a legal or disciplinary instrument, nor does it replace internal organisational policies and procedures. Rather, it clarifies the standards of integrity and conduct that underpin participation and representation within the IGC network. It recognises the real and perceived power linked to the Champion’s role and reflects their heightened duty to model exemplary behaviour.

2. Scope and Applicability

2.1 The Code applies to all current Champions of the IGC network and Alumni Champions for the duration of their membership, and each Champion is personally responsible for compliance. Adherence to this Code is a core eligibility requirement for continued participation in the IGC network.

2.2 The Code applies to conduct in professional settings, public engagements, online spaces, and informal or after-hours settings where the conduct of the Champion reasonably affect the integrity or reputation of the IGC network.

2.3 Instances of misalignment with the Code, and related network-level responses concerning participation or representation within IGC, are addressed in the separate IGC Framework for Handling Concerns Regarding Champions’ Conduct and Alignment with Values.

3. Fundamental Values & Core Commitments

3.1 In joining the IGC network, each Champion commits to:



3.1.1 Adhere to the network's stated values and act in accordance with the highest ethical standards consistent with international human rights standards, UN model policies and international civil service norms, including:

- Treating every person with respect, fairness and dignity, and refraining from any form of discrimination or harassment.
- Valuing diversity of gender, race, ethnicity, age, sexual orientation, religion, disability, and other attributes.
- Creating and maintaining safe, inclusive, and harassment-free workplaces through appropriate workplace policies and procedures, including whistleblowing procedures which have survivor-centred approaches.
- Working collaboratively with other Champions in a spirit of openness, honesty and transparency.

3.1.2 Uphold and implement the Panel Parity Pledge by declining participation in single-gender panels and by actively supporting intersectional diversity in panel engagements, in line with the IGC's Panel Parity Pledge.

3.1.3 Uphold the IGC's Gender-Based Violence (GBV) Pledge to stand for zero tolerance of all forms of gender-based violence, sexist attitudes and behaviour.

3.1.4 Actively promote gender equality within their sphere of influence and make two S.M.A.R.T.¹ commitments annually.

4. Expected Behaviours

4.1 In order to uphold these commitments, Champions are expected to:

4.1.1 Conduct themselves in a way that maintains and enhances the reputation, credibility and effectiveness of the IGC network.

4.1.2 Integrate gender equality considerations into their organisational policies, programmes and leadership decisions.

4.1.3 Use their platform, authority and influence to break down gender barriers and to model inclusive leadership, which can include:

- A culture of boundary-respecting and bystander intervention;

¹ Champions' personal commitments are expected to be S.M.A.R.T.: **S**pecific to the Champion and their organisation, **M**easurable, **A**ction-oriented, **R**ealistic, **T**ime-bound



- Routinely inviting feedback from junior staff about the safety and inclusivity of engagement practices;
- Mentoring, networking and sponsorship opportunities that are structured, inclusive and transparent.

4.1.4 Contribute actively to network initiatives, including sharing best practices, participating in peer learning and supporting the network's collective impact.

4.1.5 Report each year on their S.M.A.R.T. commitments via the IGC annual survey.

4.1.6 Avoid conduct that might undermine the standing or objectives of the network, including failure to address behaviour in their own organisation that is inconsistent with the values of the network.

4.1.7 In particular, in view of the Champions' specific position within an organisation, they must not engage in misconduct, which is defined as: "Any form of discrimination, harassment, bullying, cyberbullying or abuse or abuse of power, including sexual harassment and gender-based violence". Specifically, they should not engage in:

- sexually suggestive comments or conduct;
- abusing their authority or power, defined as their position, status or influence, to intimidate, coerce, manipulate, exploit or otherwise disadvantage another person;
- requesting or implying that professional opportunities (access to events, travel, speaking roles, recommendations), positive evaluations, or access to the Champion depend on accepting personal, romantic or sexual attention;
- one-to-one after-hours settings or private social engagements where a power imbalance exists and a subordinate is under implicit pressure to accept or refusal may reasonably be perceived as having professional consequences;
- requests to connect with subordinates on private social media accounts intended for personal and non-professional use.
- Retaliation against anyone raising concerns or reporting misconduct.
- Any form of unethical behaviour, including corruption, bribery, conflict of interest, or actions that damage the network's impartiality, independence or reputation.



- Public communications or representations on behalf of the network which contravene the network's goals and objectives, or use of the network's brand/logo for unauthorised purposes, will not be tolerated.

5. Review

5.1 The Code and will be reviewed periodically by the Global Board to ensure it reflects best practice and remains fit for purpose.

6. Acknowledgement

6.1 By joining the IGC network, each Champion acknowledges that they have read, understood and agree to abide by this Code of Conduct. Each Champion commits to upholding its principles in accordance with the values and standards reflected herein, and to cooperating fully with the network's processes for accountability where applicable.