

UN Music Club's Code of Conduct

(as approved by the Committee of the UN Music Club in Geneva on 5 November 2025, and adapted from <https://www.un.org/management/sites/www.un.org.management/files/un-system-model-code-conduct.pdf>)

Purpose

The UN Music Club is committed to enabling events at which everyone can participate in an inclusive, respectful and safe environment.

UN Music Club events are guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards all participants attending or involved in those events.

Applicability

The Code of Conduct applies to any UN Music Club's event which shall include concerts, rehearsals, meetings, side-events, workshops, receptions, gatherings and any other event or forum organized, hosted or in which the UN Music Club or its members participate wherever it takes place, in and outside the UN premises.

The Code of Conduct applies to all participants in a UN Music Club's event, including all persons attending or involved in any capacity in such event.

The members of the UN Music Club commit to implementing the Code of Conduct.

The Code of Conduct is not legal or prescriptive in nature. It supplements, and does not affect, the application of other relevant policies, regulations, rules and laws, including laws regulating the premises in which the UN Music Club's event takes place and any applicable host country agreements.

Prohibited conduct

Harassment is any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offense or humiliation to another person. Harassment in any form because of gender, gender identity, and expression, sexual orientation, physical ability, physical appearance, ethnicity, race, national origin, political affiliation, age, religion or any other reason is prohibited at UN Music Club's events.

Sexual harassment is a specific type of prohibited conduct. Sexual harassment is any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation. Sexual harassment may involve any conduct of a verbal, nonverbal or physical nature, including written and electronic communications, and may occur between persons of the same or different genders.

Examples of sexual harassment include, but are not limited to:

- Making derogatory or demeaning comments about someone's sexual orientation or gender identity
- Name-calling or using slurs with a gender/sexual connotation
- Making sexual comments about appearance, clothing or body parts
- Rating a person's sexuality
- Repeatedly asking a person for dates or asking for sex
- Staring in a sexually suggestive manner

- Unwelcome touching, including pinching, patting, rubbing or purposefully brushing up against a person
- Making inappropriate sexual gestures such as pelvic thrusts
- Sharing sexual or lewd anecdotes or jokes
- Sending sexually suggestive communications in any format
- Sharing or displaying sexually inappropriate images or videos in any format
- Attempted or actual sexual assault including rape

Complaint process

A UN Music Club's member who feels that they have been harassed at a UN Music Club's event by another participant may report the matter to whoever appropriate: (a) the UN Music Club's President and/or Committee, (b) the UNOG Staff Union (<https://unogstaffunion.org>), (c) the Office of Internal Oversight Services (OIOS)(<https://oios.un.org/report-wrongdoing>), (d) the organiser of the event, or (e) any relevant security authority, and a participant who witnesses such harassment should make such a report. The UN Music Club or any other organiser or participant in an event in which the UN Music Club participates will be expected to take appropriate action in accordance with its applicable policies, regulations and rules. If the person who is reported for violation of the UN Music Club's Code of Conduct is a UN Music Club's member, the Committee of the Club is to be convened within 2 weeks to discuss the matter and take appropriate measures.

Examples of appropriate action may include, but are not limited to:

- undertaking a fact-finding exercise
- requesting the perpetrator to immediately stop the offending behaviour or terminating the perpetrator's access to UN Music Club's events, if the harassment continues
- reporting the case to the UN Staff Council and OIOS
- conveying the complaint to any investigative or disciplinary authority with jurisdiction over the person accused of harassment
- conveying a report to the employer or entity with jurisdiction over the person accused of harassment for appropriate follow-up action

The victim of alleged harassment may also seek help from other relevant authorities, such as the police, bearing in mind the applicable legal framework.

A participant should never knowingly make a false or misleading claim about prohibited conduct.

Prohibition of retaliation

Threats, intimidation or any other form of retaliation against a participant who has made a complaint or provided information in support of a complaint are prohibited. The UN Music Club will take any reasonable appropriate action needed to prevent and respond to retaliation.