

Green Zone Code of Conduct

1. Object and Purpose

The Green Zone Code of Conduct (hereinafter referred to as “the Code of Conduct”) issued by the COP29 Azerbaijan Operating Company (hereinafter referred to as “the COP29 AOC”) aims to achieve the following in the Green Zone:

- create and maintain an inclusive, respectful, non-discriminatory, healthy, and safe environment, free from any unacceptable behaviour as indicated in this Code of Conduct;
- ensure all individuals are treated equally, with fairness and dignity;
- establish clear mechanisms for informing participants of and protecting their rights, as well as reporting, addressing and resolving any instances of unacceptable conduct.

2. Applicability

The Code of Conduct applies to all areas within the Green Zone, including events such as meetings, conferences, exhibits, side events, and any other forum. By attending or being involved in any capacity at an event in the Green Zone, participants agree to abide by this Code of Conduct regardless of their role or status and type of participation (on-site or virtual).

3. Scope of the Code of Conduct

All participants must:

- Treat all other participants with respect and dignity. Any form of harassment, including sexual harassment, is prohibited;
- Follow all applicable legislation of the Republic of Azerbaijan and internal policies, rules and procedures of the Green zone events;
- Cooperate and comply with requests and instructions of the officials, security officers and staff of the Green Zone issued in their official capacity regarding the use of facilities and access to and conduct within the area;
- Treat flags, nameplates, and any officially recognised symbols of the United Nations, International Organizations, and Parties, including the Host Country – the Republic of Azerbaijan and COP29 AOC, with respect;
- Respect the official flags, maps of Parties and international standardisation of geographical names established within the UN, in any form of communication;
- Take photographs and make audio or video recordings only in accordance with specific guidelines of the UNFCCC Secretariat;
- Refrain from conducting and/or participating in unauthorised demonstrations, as well as destroying or damaging all property in the Green Zone.

4. Prohibited Conduct

Any conduct in violation of Code of Conduct is prohibited. Behaviours other than those explicitly outlined herein may still be considered as a violation if such conduct undermines the object and purpose of it and may be subject to consequences specified in Article 5.

The norms and regulations established by the national legislation of the Republic of Azerbaijan will continue to be in force in the Green Zone.

Actions, whether physical or psychological, that infringe upon the universally agreed human rights, dignity, and freedoms of others are strictly prohibited, including but not limited to the following:

- 4.1. Discrimination
- 4.2. Bullying
- 4.3. Harassment
- 4.4. Sexual Harassment

4.1. Discrimination

Discrimination based on age, race, colour, national or ethnic origin, religion, sex, nationality, marital status, disability, political affiliation, and any other internationally agreed distinguishable attribute, is prohibited.

4.2. Bullying

Bullying is defined as repeated, unwelcome, and hostile behaviour that is intended to, or results in, intimidating, humiliating, undermining, or threatening an individual or a group of individuals. This conduct may cause physical, emotional, or psychological harm and often involves an abuse or perceived misuse of power or authority. The targets of such behaviour may find it difficult to defend themselves, particularly when power dynamics are involved.

4.2.1. Types of Bullying

Bullying may manifest in various forms, including but not limited to the following:

- **Physical Bullying:** Any act of physical aggression directed towards another individual, such as hitting, pushing, or violating personal space. This also includes acts that physically threaten or intimidate others.
- **Verbal Bullying:** Using hostile, derogatory, or offensive language to belittle, insult, or demean others. This includes but is not limited to, name-calling, mocking, slander, or making inappropriate jokes or remarks or any other action that would go against the basic rules of decorum.
- **Social or Relational Bullying:** Any behaviour aimed at damaging the social standing, relationships, or reputation of an individual. This can include deliberate exclusion, spreading malicious rumours, or encouraging others to ignore or ostracise someone.

4.3. Harassment

Harassment is a form of unlawful discrimination that encompasses any unwelcome, inappropriate, or offensive behaviour aimed at or resulting in the violation of an individual's dignity. It may create an intimidating, hostile, degrading, humiliating, or offensive environment for the individual targeted.

4.3.1. Forms of Harassment

Harassment can manifest as actions or comments, including verbal (inappropriate remarks, jokes, comments, ridicule or songs, etc.), non-verbal (offensive gestures, facial expressions, or suggestive body language, etc.), physical (unwanted physical contact, jostling, invasion of personal space, threatening gestures, etc.) or psychological (manipulation, pressuring, or emotionally distressing, etc.) actions, whether intentional or unintentional, and can be based on age, race, colour, national or ethnic origin, religion, sex, nationality, marital status, disability, political affiliation, and any other internationally agreed distinguishable attribute.

4.4. Sexual Harassment

Sexual harassment is any inappropriate or unwelcome behaviour of a sexual nature, whether communicated verbally, non-verbally, physically, or through digital means, that could reasonably be perceived to demean, humiliate, intimidate, or create a hostile and unsafe environment for an individual or group. This conduct is prohibited regardless of the sex of a victim and a perpetrator and whether being a single incident or part of a pattern of behaviour. Sexual harassment can be both explicit and subtle but always infringes on the dignity, rights, and personal boundaries of others.

4.4.1. Examples of Sexual Harassment

Sexual harassment can manifest in many ways, including but not limited to:

- Any unwanted advances or sexual proposals;
- Any unconsented touching, physical proximity, or other forms of physical contact that violate personal space in a sexual context, such as pitching, patting, groping, hugging, brushing up against someone, or placing one's body too close to another in a sexually suggestive manner;
- Comments or conversations with sexual undertones that are unsolicited and inappropriate, such as remarks about someone's physical appearance, or body, sexual innuendo, derogatory slurs based on sexuality, and suggestive jokes;
- Any gestures, body language, or non-verbal actions that are sexual in nature and serve to objectify or intimidate, such as staring or leering, making sexual gestures, or performing provocative acts in the presence of others without consent;
- Uninvited sharing or displaying of sexually explicit content, including images, videos, and messages, whether in person or via digital platforms, such as email, social media, or messaging apps;
- Use of intimidation, threats, or pressure to compel someone to engage in unwanted sexual activity;
- Repeatedly pursuing romantic or sexual relationships after being rejected, or attempting to manipulate or pressure individuals into personal relationships that are not reciprocated;
- Any act of sexual violence, including but not limited to unwanted physical contact, sexual assault, or rape;
- Using electronic communication tools to send unwanted sexual content, including sexually explicit messages, inappropriate photographs, or other offensive material via email, social media, or text;
- Any threat or act of intimidation that implies or directly suggests an individual will be subjected to sexual harm or violence as a means of control or coercion.

5. Reporting, Investigation and Accountability

This Code of Conduct seeks to ensure that all individuals are informed and operate within a framework of mutual respect, personal safety, and professional integrity. Any individual who experiences or witnesses harassment or misconduct should immediately report it to the designated COP29 AOC Office to the contact number **+994704012541** or the email address at elchin.mammadov@cop29.az. All reports will be handled with sensitivity and confidentiality, ensuring the dignity and privacy of all involved participants.

All individuals must act in good faith when reporting misconduct. Knowingly submitting false or misleading claims of harassment or other prohibited behaviour will be regarded as a serious offence and may result in disciplinary action. If misconduct is confirmed by the respective responsible authorities, appropriate disciplinary actions will be taken by COP29 AOC. These actions may include issuing warnings, removing from the Green Zone, or suspending future participation in the events. Both the complainant and the accused will be informed of the outcome by the responsible authorities.

Should the actions of participants create administrative or criminal liability under the relevant legislation of the Republic of Azerbaijan, the relevant state authorities will be notified for the application of appropriate legal procedures in accordance with the legislation.

6. Retaliation

Retaliation against individuals who report misconduct or participate in investigations is strictly prohibited. Any such acts must be reported, and those found responsible will face consequences similar to harassment, including removal from the Green Zone or suspension of participation in the area.