

PARTICIPANT CODE OF CONDUCT

CRDF Global's activities and events are a welcoming and collegial environment for the free and open exchange of ideas aimed at identifying solutions to shared global challenges. We fundamentally believe that addressing these challenges requires the unique perspectives and insights of diverse stakeholders and that collaboration is the driving force for positive change. CRDF Global is committed to providing safe and productive opportunities for dialogue and engagement. To this end, CRDF Global requires all participants in its programs and events, both in-person and remote, to abide by the following Code of Conduct. This code of conduct applies to all persons involved in CRDF Global events including, but not limited to, attendees, speakers, volunteers, guests, exhibitors/vendors, service providers, and CRDF Global staff.

Expected Behavior:

All Participants will...

- Treat other participants with respect and dignity, valuing a diversity of views and opinions.
- Attend and actively participate in the event and all related activities, unless absence from specific activities was previously agreed prior to the event.
- Be considerate, respectful, and collegial at all times.
- Communicate professionally and respectfully, critiquing ideas – not individuals.
- Respect the rules and policies of the meeting venue.
- Conduct themselves with the understanding that their personal safety and security, as well as the safety and security of others, is of utmost importance.
- Promptly report any safety or security issues to the appropriate on-site security personnel and CRDF Global staff.
- Follow the direction of on-site security personnel and CRDF Global staff to ensure the wellbeing of all participants.
- Respect local laws and customs.

Unacceptable Behavior:

All Participants will refrain from...

- Any form of harassment, abuse, bullying or conduct that is intended to harm, intimidate or control another individual, whether intentional or unintentional.
- Sexual harassment, including but not limited to, unwanted or inappropriate conduct, unwanted physical contact of any kind or advances.
- Violence, threats of violence, or violent language directed at anyone.
- Discriminatory language or actions based on gender, race/ethnicity, sexual orientation, national origin, religion, gender identity, age, disability, or political views.
- Inappropriate or unwelcome physical contact with other participants.
- Refusing to comply with any rule or regulation of the event venue or instruction given by venue or CRDF Global personnel.
- Destruction or vandalizing of personal or event property or materials or the venue site.
- Behavior that disrupts the event or inhibits others' participation in the event in any way.
- Irresponsible use of alcohol.
- Purchasing, possessing, using, or distributing any drug(s) that is in violation of the laws of the country where the program is being conducted.
- Recording or photographing event activities or participants without express prior permission.

CRDF Global reserves the right, in its sole discretion, to determine what constitutes unacceptable behavior and what actions it will take to address incidents that occur.

Consequences for Unacceptable Behavior:

Participants who are asked to cease their behavior will be expected to comply immediately. Depending on the circumstances, if a participant continues to violate this Code of Conduct, CRDF Global may take whatever action it deems appropriate including removal of the participant from the event, disqualification from participation in future events, notification to the participant's employer, or notification to relevant security, embassy, or local law enforcement as may be necessary.

Reporting Unacceptable Behavior:

If a Participant is subjected to unacceptable behavior, or notices someone else being subjected to such behavior, the Participant should notify CRDF Global staff as soon as possible. Participants may also submit confidential reports via CRDF Global's hotline by calling 1-888-475-0450 or submit online via <http://crdfglobal.alertline.com>.

All reported concerns will be treated seriously and investigated. All Participants are expected to cooperate fully and honestly with any investigation.