

# Guideline for Prevention and Handling of Sexual Harassment

## Statement

We of the World Health Summit have zero tolerance for any form of sexual assault, harassment, intimidation or discrimination. We are doing everything in our power to ensure a safe environment. It is the World Health Summit principle to treat everyone with respect and consideration, to communicate openly and thoughtfully with others. The World Health Summit strives to improve the health of all people, all over the world – regardless of age, gender, sexual orientation, mental or physical disabilities, appearance or skin color, or national/religious/social background.

## Preamble

Sexual harassment is a violation of human dignity and a massive impairment of the personal rights of every individual. It can cause considerable health disorders in those affected. Sexual acts can also constitute criminal offenses.

Sexual harassment disrupts work processes, impairs the quality of work and study results as well as the work and study atmosphere. The personality development, self-esteem and freedom of action and decision-making of the persons affected are impaired. They are prevented from contributing their skills and performing their professional services and tasks in a meaningful, effective and high-quality manner.

Protection against sexual harassment is an important contribution of the World Health Summit to the realization of equal rights and equal opportunities. Sexual harassment is fundamentally to be regarded as gender discrimination. Any gender can be affected by sexual harassment, but women are predominantly confronted.

## Definition

Sexual harassment is any sexually related verbal, non-verbal or physical conduct, which has a negative effect on the person concerned and/or is undesirable in the individual case by affecting the dignity of someone and creating a fear of an intimidating, hostile, humiliating, or insulting environment. Crucially, this is one-sided and undesirable behavior.

Among other things, sexual harassment is considered as

- Unwanted sexual acts and requests for them,
- Sexually determined physical touching,
- Comments of a sexual nature or
- Undesired showing and visible attachment of pornographic images.

## Policy during the World Health Summit

We do not tolerate harassment of conference participants, speakers, or crew in any form. The World Health Summit offers a welcoming, harassment-free experience for everyone.

During your stay at the World Health Summit, please be mindful of your surroundings and of your fellow participants. Alert conference organizers if you notice a dangerous situation, someone in distress, or harassment in any form. If a case of harassment should occur, the organizers will take charge of it in an appropriate and respectful manner by discussing the matter privately with everyone involved and initiating the appropriate consequences.

## Help & Reporting

At the World Health Summit, everyone can report any form of harassment at the office of the organizing team or at the registration counter on the ground floor of the venue. Furthermore, please do not hesitate to get help from organizing staff walking through the conference venue any time.

## Procedure

Depending on the case, the condition of the victim and their particular wishes we will follow one or a series of procedures:

- Provide a safe place
- Provide immediate medical care and/or psychological attendance
- Inform the relevant public authorities and the executive officer of the hotel venue
- Document testimonies of victim and witnesses
- Identify the alleged perpetrator to issue a provisional house and conference ban

## Help Contacts

World Health Summit Organizer:

- Alida Tiekötter +49 152 58395720 ([alida.tiekoetter@charite.de](mailto:alida.tiekoetter@charite.de))
- Wim Stavginski +49 30 450 572189 ([wim.stavginski@charite.de](mailto:wim.stavginski@charite.de))
- General contact ([alert@worldhealthsummit.org](mailto:alert@worldhealthsummit.org))

World Health Summit Venue:

- JW Marriott Hotel Berlin, Stauffenbergstraße 26, 10785 Berlin +49 30 20650

First Aid Hotline for Sexual Harassment in Berlin:

- +49 0800 2255530

Police Berlin:

- Emergency call 110
- Directorate section +49 30 4664 228700 ([direktion2@polizei.berlin.de](mailto:direktion2@polizei.berlin.de))