

## GENDER POLICY CODE OF CONDUCT AND GOOD PRACTICES

### ***Statement 1: Sharing Cities Action advocates an intersectional and situated feminist approach.***

Sharing Cities Action supports feminism because of the clear political position it assumes in relation to championing social justice and equality and not because it addresses "women's issues". Instead, it aims to consider issues related to sustaining life or the production and reproduction of life in all its complexity which have differentiated repercussions according to the socio-economic construction of gender. It also recognizes that women do not constitute a single homogeneous group but are culturally and ethnically diverse, have different functional abilities, diverse academic backgrounds, etc. This wide spectrum encompasses a world of very different women, who we must situate accordingly in order to avoid the feminism of the 1%.

### ***Statement 2: Sharing Cities Action supports the definition of gender equality agreed on by the United Nations.***

Gender equality means that all human beings, men and women alike, are free to make choices and develop their personal abilities without limitations set by stereotypical views, rigid gender roles or prejudices. Gender equality means that the different needs, aspirations and behaviour of women and men are considered, valued, and favoured equally. It does not mean that women and men have to become the same but that their rights, responsibilities, and opportunities will not depend on whether they are born male or female. (UN)

The **Gender Perspective Code of Conduct and Good Practice** should be understood as a tool that aims to:

- Ensure the event is a safe space, free from gender violence, both physical and symbolic.
- Ensure transversal gender equality across all activities carried out in relation to the event.
- Enable people participating in the event to become agents of social change on this issue, affecting changes in relation to professional, civic, family and personal conduct in order to attain gender equality within their environment.

All attendees, speakers, partners and volunteers at our event are required to adhere to the following Code of Conduct.

The principles promoted are as follows:

#### **1. Endorsement of the event as a space that promotes equality and is free from gender violence**

- Ensure respectful and egalitarian behaviour among attendees and speakers without any form of differentiation being made on the basis of gender, gender identity or sexual orientation.

- Promote a policy of *zero tolerance* with regard to violence. Any act that could make another person feel threatened or insecure is prohibited. These include: harassment, verbal abuse, threats or any expression of hostility, intimidation or aggression.
- We define sexual harassment as any form of verbal, visual or physical conduct of a sexual nature that either aims to or has the effect of violating someone's dignity, particularly that which relates to the creation of an intimidating, degrading or offensive environment, towards any individual who forms part of the event.

## **2. Knowledge generation with a gender perspective**

- Raise the visibility of women as knowledge generators in the different academic, civil society and political spheres.
- Ensure parity, or at least balance, in the different activities carried out.
- Include traditionally feminized themes in the event programme.
- Include the gender perspective on a cross-disciplinary basis in any of the topics discussed, ie assess the potential impact it may have on the goal of achieving gender equality.

## **3. Adoption of affirmative action measures** with regard to the configuration of the panels and activities being organized.

Until gender equality is an established reality in all areas of society, we advocate the use of these equality tools in order to combat the difficulties faced by women in relation to gaining access to the spaces of civil and political representation, knowledge generation and debate, such as Sharing Cities Action.

## **4. Use of inclusive and non-sexist language**

- Ensure the use of inclusive visual language that is non-discriminatory and non-sexist.
- The use of discriminatory or exclusive language that may implicate the unequal treatment of men and/or women or be offensive to anyone will not be permitted.

## **5. Creation of an inclusive space**

- Provide rest areas.
- Provide areas for breastfeeding and supply baby changing tables.

Gender equality is a collaborative and continuous process in which we all are involved. If you see, overhear or experience a violation of the Code of Conduct during the event, please seek out the nearest Sharing Cities Action team member to escalate your complaint. If you would like to report a violation or a suggestion to improve future editions, you may email [info@sharingcitiesaction.net](mailto:info@sharingcitiesaction.net)