



**Wilton
Park**

Wilton Park Safeguarding Code of Conduct

Safeguarding Group
May 2025



Wilton Park Code of Conduct

To promote an inclusive, respectful, and safe environment at Wilton Park and to prevent harassment and sexual harassment at Wilton Park events.

Purpose

Wilton Park is committed to hosting events at which everyone can participate in an inclusive, respectful and safe environment. Wilton Park events are guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards other participants and staff.

Applicability

The Code of Conduct applies to any Wilton Park event, anywhere in the world and to all participants and anyone involved in any capacity in a Wilton Park event. Wilton Park commits 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 Wilton Park event takes place.

Prohibited conduct

Harassment is any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offence 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 Wilton Park 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 offence 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
- Inappropriate 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
- Inappropriate hugging or kissing, be cautious in context of greeting or farewell noting that whilst routine and expected in certain cultural contexts, for others it may be offensive and overfamiliar

Attempted or actual sexual assault, including rape will be reported to the Police.

Complaint process

A participant who feels that they have been harassed at a Wilton Park event is encouraged to report the matter to one of the Wilton Park events organising team, reception team or relevant security authority, and a participant (bystander) who

witnesses such harassment should do the same. The organiser of the Wilton Park event will be expected to take appropriate action in accordance with its applicable policies, regulations, and rules. Examples of appropriate action may include, but are not limited to:

- Wilton Park investigating and recording the facts
- requesting the perpetrator to immediately stop the offending behaviour
- suspending or terminating the perpetrator's access to the Wilton Park event or refusing registration at future Wilton Park events, or both
- 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 or staff member who has made a complaint or provided information in support of a complaint are prohibited. Wilton Park will take any reasonable appropriate action needed to prevent and respond to retaliation, in accordance with its applicable policy, regulations and rules.

Reference

Code of Conduct: To prevent harassment, including sexual harassment (2019). [Print \(un.org\)](#) Accessed 24 September 2023.

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