



## **ICAN International Steering Group statement of values and protection of diversity, equal opportunities, personal rights and dignity**

**International Campaign for the Abolition of Nuclear Weapons  
International Steering Group**

**19 Feb 2013**

The International Campaign to Abolish Nuclear Weapons is committed to equal opportunity and opposed to exploitation, harassment, violence and discrimination based on personal attributes such as gender, race, ethnicity, sexual orientation or disability. We seek to implement and promote the values described here in relation to our staff, representatives, volunteers, interns and others associated with the Campaign. We welcome partnership with organisations that share our values, including this statement of values and protection of diversity, equal opportunities, personal rights and dignity.

ICAN seeks to protect and respect the rights, dignity and autonomy of staff, volunteers, and ICAN representatives, including ISG members, and any others for whom ICAN has a duty of care.

ICAN and its International Steering Group (ISG) and staff will strive at all times to create a safe and respectful environment and workplace for all individuals associated with the campaign.

ICAN will not condone or tolerate any sexual, racial or other forms of demeaning treatment, abuse, harassment, exploitation, coercion or violence. The ISG will take all reasonable steps within our power to protect our staff, representatives, interns and volunteers from being targeted, harassed or harmed by behaviour that is sexually, racially or in other ways abusive, exploitative or undermining of people's personal, sexual and ethnic dignity, rights and security.

In the event of concerns, behaviour or actions incompatible with ICAN's diversity and equal opportunities values, all personnel are encouraged and requested to bring such concerns to ISG's attention. The ISG will immediately consider and take appropriate action consistent with ICAN's remit, responsibilities, and duties, to address situations brought to our attention involving actions or behaviour inconsistent with our values, and which may undermine the personal safety, dignity, autonomy, or well-being of ICAN staff, representatives or volunteers and/or jeopardise the integrity and reputation of ICAN.