

NHRI Leadership Forum 2021

Proposed Code of Conduct

1. **We welcome all colleagues equally** and make sure all feel included. We show that different perspectives are valued. We critique ideas, not people. We make room for a diversity of voices, regardless of whether they participate by video or audio, or provide input via chat or the dedicated platform.
2. **We communicate openly, respectfully, and thoughtfully with others**, listen well, and keep the lines of dialogue open. We will share our own strengths with our peers and facilitators, while acknowledging our own weaknesses. We commit to respectful communication in the spirit of collaboration and learning from one another.
3. **We collaborate and ensure that all colleagues participate effectively.** We will not exert dominance over others and keep our interventions focused on the topic at hand. We will be mindful and respectful of differences in our positions, experiences, mutual relations, time at ENNHRI, ease of communication, including communicating by video, audio, in written or with the support of an interpreter.
4. **We respect the confidentiality and personal integrity** of all participants and will co-create a safe space based on mutual trust. We will not share any information received from a colleague outside of the meeting or leave this information accessible to others. Should we later consider it useful to share information outside of the Forum, we will ask for the explicit, affirmative consent of all colleagues this concerns before doing so.
5. **We share and practice the same ENNHRI values:** respect of international human rights standards, including respect for the inherent dignity of every person, transparency, cooperation, accountability, participation, non-discrimination, and respect for diversity, independence, and solidarity.
6. **We use human rights language** that is free from political statements, and we focus on how NHRI leaders can be most effective in promoting and protecting human rights, and preventing human rights abuses, violations, and conflict.

7. **We respect the principles of international law.** We shall avoid any involvement that may be of a political nature and seek to cooperate with colleagues - whenever possible and practicable - when addressing human rights issues related to that context, especially before raising them at the international level.
8. **We collaborate to promote human rights and peace** in our communities and will strive to support our peers. At the same time, we will keep each other informed, where relevant, of leadership solutions and our actions on human rights issues that concern other colleagues and their work, and facilitate and support each other's work where possible.

The NHRI Leadership Forum 2021 facilitators are committed to co-creating a safe space for all attendees, based on mutual trust, where all can participate equally. The facilitators can support dialogue between leaders, if helpful. Beyond the Leadership Forum, the ENNHRI Secretariat continues to be available for support.