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# iBOL CONSORTIUM POLICY

ON

## PREVENTING AND ADDRESSING SEXUAL MISCONDUCT

SEPTEMBER 12, 2023

iBOL has a **zero-tolerance policy** towards Sexual Misconduct. The term Sexual Misconduct refers to sexual harassment, sexual exploitation, and sexual abuse. Unwelcome sexual advances, comments/communications (verbal, written, or digital), physical conduct or gestures, or any other behaviour of a sexual nature could be perceived as inappropriate, humiliating, or offensive.

Sexual misconduct is unacceptable and prohibited for all iBOL Consortium members, executive committees, staff, contractors, project collaborators, or anyone representing iBOL. Perpetrators of sexual misconduct will be held to account for their actions. We are committed to ensuring all allegations of sexual misconduct are responded to quickly, appropriately, and effectively.

***Anyone who has knowledge of an incident of sexual exploitation and abuse should report to:***

- iBOL national representative: <https://ibol.org/about/science-committee/>
- General iBOL email: [info@ibol.org](mailto:info@ibol.org)

CONFIDENTIALITY TO COMPLAINANTS WILL BE HONOURED.