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## SI Code of Conduct for Alumni networks

The SI/Sweden alumni networks facilitate inspiring and supportive environments which maximises all alumni's opportunities to learn and develop. By applying for certification the board agrees that democracy, transparency and inclusion characterize the work of the network. The networks should strive to create a safe space for an open exchange of experiences.

Furthermore, the board ensures accountability and responsibility for the funds granted by the Swedish Institute - that it is used for its intended purpose and managed and utilized in a transparent, fair, and honest manner.

SI Code of Conduct applies to the alumni network board as well as its members.

To comply with SI Code of Conduct, we expect all boards to stay informed as well as to communicate this information in relevant channels to network members attending activities.

### Unacceptable behaviour

Members of SI/Sweden alumni networks are expected to be tolerant and willing to work with all members in the network. Harassment, verbal or physical, is one of several behaviours we do not tolerate in alumni activities. Other unacceptable behaviour includes unwanted sexual advances.

SI does not accept discrimination or any negative behaviour related to personal aspects or characteristics of another member, such as their national origin, gender, gender identity and expression, race, caste, ethnicity, sexual orientation, status, political belief, physical characteristics, disability, religion, or age.

Furthermore SI does not accept non-transparent and dishonest use of granted funds.

Unacceptable behaviour may occur online or in person and include the following:

- Verbal comments that reinforce oppression related to personal aspects or characteristics
- Verbal threats or demands
- Exhibiting sexually explicit pictures
- Intimidation
- Stalking
- Unwanted photography or recording
- Sustained disruption of sessions or events
- Unwelcome sexual attention and/or suggestions of a sexual nature
- Advocating for or encouraging any of the above behaviour

## Privacy policy

When there is a possible privacy concern for some members, we expect activity organisers to ask for consent before photographing or recording during the activity. This includes meeting in Zoom and persons in the background of pictures. Likewise, you are required to obtain consent before sharing information about a member's work or tagging someone in a post, picture or video.

## Reporting violations

If you, as a member, have been subjected to unacceptable behaviour, have noticed that someone else is being subjected to it, or have any other concerns (eg how grants are utilised), in the first instance please contact a member of the alumni network board. If the issue remains unresolved or if you are part of the board contact Swedish Institute.

Members who are asked to stop unacceptable behaviour are expected to comply immediately, and actively change their behaviour. Failure to comply with the SI Code of Conduct can ultimately risk withdrawal of a network's certificate.