Code of Conduct

The G(irls)20 Code of Conduct is a set of commitments that sets out how every person affiliated with the G(irls)20 organization is expected to treat one another and can expect to be treated. G(irls)20 is committed to cultivating a generation of female leaders by providing the skills, networks, and unparalleled opportunities that place young women at the centre of decision-making.

How to use this Code of Conduct

This Code of Conduct applies to all “stakeholders”:

- G(irls)20 program participants
- G(irls)20 employees
- Vendors and contractors hired by G(irls)20
- Other project stakeholders, including but not limited to: Board Mentors, Global Advisors, Coaches, Facilitators, etc.

G(irls)20 is committed to maintaining open and respectful dialogue. As an organization, we welcome input on how to ensure the organization can be made more inclusive.

This Code of Conduct applies equally to all spaces hosted by G(irls)20, including: Summits, Forums, conferences, workshops, webinars, meet-ups, Facebook groups and other social media communities.

All G(irls)20 participants, team, and stakeholders can expect all spaces and programming to be free from:

- Discrimination on the basis of gender, gender identity and expression, sexual orientation, disability, physical appearance, race, ethnicity, age, academic background, or religion;
- Harassment, including: unwelcome remarks or jokes on any of the grounds of discrimination, threats or intimidation, unwelcome physical contact, unwelcome sexual attention or innuendo, sustained disruption of talks or other events;
- Bullying in-person and/or online on G(irls)20 channels;
- Being intentionally misgendered when a correct pronoun has been provided.
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As young women increasingly take their rightful seat at decision-making tables around the world, there may be instances of belittling, microaggressions, and/or outright alienation. When confronted with such instances, all G(irls)20 stakeholders are invited to seek the support of the organization and network. Additionally, all G(irls)20 stakeholders can expect that their personal and sensitive data be handled confidentially and stored safely.

The G(irls)20 social media platforms and private groups should be used for:

- Strengthening a network of leaders across Canada and around the world;
- Posting positive, supportive and encouraging messages;
- Seeking support, advice, or commiseration for tough situations;
- Sharing news and updates.

G(irls)20 does not tolerate bullying, intimidation, or harassment of any kind on the organization’s social media platforms or private groups. Any posts deemed as such will be removed and investigated.

G(irls)20 participants are provided rare and cherished opportunities. All participants are expected to take full advantage of the programs, by:

- Taking responsibility to meet all deadlines;
- Fully participate in online or pre-event coursework and assignments;
- Acting and dressing in a professional manner (e.g. no ripped jeans);
- Arriving to events and sessions on-time and being respectful of others’ time;
- Participating meaningfully in discussions, asking thoughtful questions, committed to listening and learning;
- Take advantage of networking opportunities;
- Pushing yourself beyond your old comfort zone;
- If you are of legal drinking age in the local country and choose to consume alcohol, ensuring it does not limit your ability to fully participate in events on the day or following day;
- Serving as an ambassador for G(irls)20, your country (for Summit delegates), your participating board (for Girls on Boards).
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G(irls)20 recognizes that exams, family responsibilities, mental illness/sickness, etc. can get in the way of a participant fully showing up for a period of time. When this is the case, participants are encouraged to communicate the circumstances with the G(irls)20, so that the team can effectively offer support.

Destigmatizing Mental Illness

G(irls)20 is committed to reducing the stigma associated with mental illness and bringing awareness to strategies that can help young women cope with and manage their mental health. Signs of young women struggling with mental illness may include: depression, feelings of loneliness, anxiety, sadness, helplessness, and difficult sleeping.

G(irls)20 encourages participants who may be struggling with mental illness to contact the organization’s CEO, or another member of staff should that feel more comfortable. If you see a friend struggling, you may reach out on their behalf, with their consent.

Contacting G(irls)20

For any concerns whatsoever related to the Code of Conduct, please contact the G(irls)20 Acting Co-CEOs, Bailey Greenspon at bailey.greenspon@girls20.org or Miriam Buttu at miriam.buttu@girls20.org. Unless the matter is marked “urgent”, the CEOs will respond within 72 hours. Participants may also contact another member of the team if they prefer.