



Dignity and Respect Policy

The CMJA runs international conferences, seminars and courses and attendees come from a variety of different backgrounds with a wide range of opinions and perspectives. It also has interaction with judicial officers across the Commonwealth and its overseas/dependent territories.

The CMJA seeks to create a safe and productive environment for everyone, irrespective of race, gender, gender identity and expression, age, sexual orientation, disability, judicial, social and economic status and other like causes.

To ensure that everyone can make the most of the educational, networking, and social opportunities that the CMJA provides, the CMJA Council expects all delegates, accompanying guests, exhibitors, organisers and staff involved in the Conference to respect the CMJA policy on dignity and mutual respect at all venues where CMJA events are being held including conference-related social events and accommodation being used for the Conference, as well as online and via any form of social media.

We do not tolerate any form of inappropriate behaviour, harassment (including sexual harassment) or bullying against any delegate, guest, exhibitor, organiser, member of staff, or volunteer, whether in person or online. In addition, we expect judicial officers to comply with their ethical codes/guidelines, and with their oath of office whilst attending CMJA events.

We use the following definitions of inappropriate behaviour, harassment, sexual harassment, and bullying:

Inappropriate Behaviour: means conduct that is unwarranted and is reasonably interpreted to be demeaning or offensive or any display of any prejudice based on race, colour, sex, religion, national origin, caste, disability, age, marital status, sexual orientation, judicial, social and economic status and other like causes;

Harassment: Unwanted and unwelcome conduct that has the purpose or effect of either violating another person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment for that person.

Sexual harassment: Unwanted and unwelcome verbal, visual, or physical conduct of a sexual nature, or other conduct based on sex, which affects a person's working or learning conditions or creates a hostile or humiliating working environment for that person.

Bullying: Offensive, intimidating, malicious, demeaning or insulting behaviour which intentionally or unintentionally undermines, humiliates, denigrates or injures the recipient.

If you feel you are being harassed or bullied, are subjected to inappropriate behaviour or witness such behaviour, or have any other concerns during a CMJA event or conference or when interacting with the CMJA, its trustees or members in relation to CMJA matters, please contact the CMJA Secretary General immediately. We take all reports seriously and wish to ensure that all delegates, members, staff and volunteers, feel safe at CMJA events and when interacting with the CMJA. A person should never knowingly make a false or misleading claim about prohibited conduct.

If you are asked to stop a behaviour which is deemed to be inappropriate, we will expect you to comply immediately. The victim of alleged behaviour may also seek help from other relevant authorities, such as the police, bearing in mind the applicable legal framework. Threats, intimidation or any other form of retaliation against a person who has made a complaint or provided information in support of a complaint are prohibited.

The CMJA reserves the right to take action against people who violate these standards, which may include expelling offenders from the CMJA Conference with no refund and banning them from future events as well as withdrawing their membership of the CMJA. In the worst case scenario, the CMJA reserves the right to call in the police or any other authorities required to be notified of such issues.

The CMJA complies with the UNODC guidance on Gender Related Integrity Issues.

(https://www.unodc.org/documents/ji/knowledge_products/Gender_2020.pdf)

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