

CODE OF CONDUCT FOR RESPECTFUL (PROFESSIONAL) RELATIONSHIPS

“Sunny Side of the Doc is an international professional environment where respectful relationships are essential. Creating and maintaining such an environment is a shared responsibility for all of us — team members, participants, partners, service providers and suppliers alike.”

The Sunny Side of the Doc Executive Committee

Within the professional environment

Whether during meetings, informal gatherings, email exchanges or messaging conversations, I commit to communicating with courtesy and to treating everyone with respect. **I refrain from making comments** about someone’s appearance, clothing, personal, or private life. **I also avoid remarks**, jokes or innuendos of a sexual, sexist or discriminatory nature, as well as any behaviour or language that could make another person feel uncomfortable, excluded or diminished.

Outside WORKING HOURS, professional standards still apply

I remain attentive to situations involving alcohol consumption, moments where a colleague may become isolated, and any context in which someone could feel pressured or uncomfortable. **I respect everyone’s boundaries** in professional relationships: this means no unsolicited physical contact (such as touching, hugging or placing a hand on someone’s shoulder) and no insistence in conversations, discussions, invitations or so-called “jokes” when they are not welcomed.

Power dynamics and positions of influence

A position of management, seniority, guidance or influence may shape how interactions are perceived and can affect a person’s freedom to give genuine consent. **I therefore commit not to use my position** to seek personal closeness, to insist for meetings outside the professional framework, or to influence a decision in exchange for any benefit, favour or personal advantage.

What does consent mean?

Consent means giving clear, voluntary agreement. It must be freely given (no one should feel pressured), informed (meaning that the person understands what they are agreeing to) and reversible (meaning that they can change their mind at any time). Silence does not mean consent. A refusal must be respected immediately. Consent can be withdrawn. Saying yes to one thing does not mean saying yes to everything.