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Memorandum

March 11, 2019
OSG/083/19

To: The Secretaries, Executive Secretaries, and Directors

From: Luis Almagro, Secretary General

Subject: Conduct Guidelines for Activities Organized by the General Secretariat of the Organization of American States: Support for a Harassment-Free Workplace

In accordance with Executive Order No. 15-02, "Policy and Conflict Resolution System for Prevention and Elimination of All Forms of Workplace Harassment," and Executive Order No. 16-03, "The General Secretariat's Institutional Policy on Gender Equality, Diversity and Human Rights" and its Action Plan, the General Secretariat aspires to create a positive and collaborative working environment at the activities and events that it organizes, in which participants can attend and share their opinions without fear of reprisal, intimidation, or harassment.

In that spirit, the General Secretariat has developed the attached, "Conduct Guidelines for Activities Organized by the General Secretariat of the Organization of American States: Support for a Harassment-Free Workplace."

All responsible staff members of the General Secretariat are hereby directed to distribute the Conduct Guidelines to all participants by any means available (electronic, printed copies, etc.) at activities, events, and meetings organized and hosted by the General Secretariat.

This Directive shall enter into force upon the date printed above.