

## **Conference Ombuds Charter**

### **WEF Charter for WEFTEC Conference Ombuds**

#### **I. INTRODUCTION**

To support WEF's commitment to ensuring that WEFTEC is safe and welcoming for all, consistent with the principles outlined in WEF's policy on Diversity, Equity and Inclusion and the WEF Member Code of Conduct, WEF will provide organizational conference ombuds services in connection with its WEFTEC Conference taking place in New Orleans during October 8 – 12, 2022, ("Conference Ombuds Program"). WEF's goal is to have a conference that is as inclusive and accessible as possible for attendees, staff, exhibitors, and anyone else participating in WEFTEC, regardless of gender, sexual orientation/identity, race/ethnicity, religion, employment status or status in the field. In addition, WEF desires to improve the conduct and climate at future conferences with aggregate data and non-confidential feedback on trends and recommendations from the ombuds.

#### **II. PURPOSE AND SCOPE OF THE CONFERENCE OMBUDS**

The Conference Ombuds Program is designed to be a neutral, independent, impartial, off-the-record, and confidential channel for Conference attendees, staff, exhibitors, and anyone else participating in WEFTEC to discuss any issues they may have concerning Conference related activities. The ombuds selected to provide these services ("Conference Ombuds" or "Ombuds") will be available to provide information confidentially and will provide a safe place for people to discuss such issues as safety, actions from overly-friendliness to harassment, micro-aggressions, free speech, integrity, privacy, conflicts of interest (including accessibility, lodging, and food), alcohol consumption and conference cliques. The Ombuds is a resource to informally discuss any of these or other conference-related concerns and help inquirers develop options, problem-solve, create paths for self-advocacy, and make informed choices about the best path forward.

This Charter sets forth the operating principles under which the Conference Ombuds Program will operate and reflect WEF's commitment to the Conference Ombuds and the role of this position.

#### **III. STANDARDS OF OPERATION**

The WEF Conference Ombuds is a member of the International Ombudsman Association (IOA) and shall adhere to IOA's Code of Ethics and Standards of Practice in performing ombuds services for WEF. See, <https://www.ombudsassociation.org/standards-of->

[practice-code-of-ethics](#). These tenets require organizational ombuds programs to be independent, neutral, informal, and confidential:

1. Independence

The Conference Ombuds is an independent contractor and not a WEF staff member. The Ombuds functions outside existing administrative structures pursuant to a Contract between MWI and WEF.

2. Impartiality

The Conference Ombuds provides impartial assessments of concerns. As a neutral third-party, the Ombuds is a resource for an equitable and fair process, and the fair administration of the process. The Ombuds does not, however, provide legal or other kinds of advocacy or enforce WEF's Member Code of Conduct or the WEFTEC Event Code of Conduct. The Conference Ombuds does not render services or become involved in any matter that would be a conflict of interest for the Conference Ombuds to do so.

3. Informality

The Conference Ombuds provides a means for off-the-record discussions of concern. The Ombuds is empowered to provide only informal assistance, and does not conduct investigations, make or override decisions, determine policy, testify or participate in formal or administrative proceedings with respect to confidential communications, provide legal advice, or accept legal notice of claims against WEF or any other organization, entity, or person. For those wishing to assert claims or have on-the-record communications, the Conference Ombuds can identify resources to appropriate formal channels so that individuals may make informed choices about which process they decide is best for them to pursue.

4. Confidentiality

Communications with the Conference Ombuds are confidential to the maximum extent permitted by law. This principle of confidentiality helps the Conference Ombuds provide a safe place for conference attendees, staff, exhibitors, and anyone else participating in WEFTEC to voice concerns, evaluate issues, and identify options for possible further action. The Conference Ombuds is a purely voluntary resource. No one is required to use it, but those who do will be deemed to have agreed to respect and abide by the above principles on which it was created and not to call the Ombuds to testify or produce documents related to confidential communications in any administrative or legal proceeding. WEF has also agreed not to call upon or attempt to have the Conference Ombuds disclose confidential communications or to

testify or produce documents relating to confidential communications in any administrative or legal proceeding.

Consistent with the International Ombudsman Association Code of Ethics and Standards of Practice, the only exceptions to this confidentiality principle are: (a) when, during the course of communications with the Conference Ombuds, an inquirer gives the Ombuds permission to make a disclosure and the Ombuds agrees it is appropriate to do so, or (b) when the Conference Ombuds determines that there is an imminent threat of serious harm.

#### IV. **SCOPE OF SERVICES**

The Conference Ombuds will be available to consult with conference attendees, staff, exhibitors, and anyone else participating in WEFTEC concerning any conference-related issues identified above. The Conference Ombuds will be available virtually on October 8<sup>th</sup> and 9<sup>th</sup> and on-site during October 10-12, 2022, and conference attendees, staff, exhibitors, and anyone else participating in WEFTEC will be advised how to contact the Ombuds as well as the times and places where the Ombuds may be found.

As a neutral third-party, the Ombuds is an advocate for fair and equitable process. The Ombuds does not, however, provide legal or other kinds of advocacy or enforce the WEF Member Code of Conduct.

The Conference Ombuds has been authorized to continue to assist inquirers after the conference for a limited period of time when continuing consultation has not been concluded or when an issue is raised in a reasonable time following the conference.

#### V. **ACCOUNTING AND REPORTING**

The Conference Ombuds reports to the Executive Director, COO and the Managing Director of Governance, Association Engagement, and Special Projects. The Ombuds may also meet with and alert additional senior leadership of WEF of any systemic issues or trends the Ombuds believes may help the organization address identified or potential issues, improve the climate for membership or future conferences, or improve its policies and practices. Even when reporting issues to senior leadership, the Conference Ombuds *will do their best to protect* the confidentiality of those using the Ombuds' services.

#### VI. **RECORD KEEPING**

The Ombuds provides only informal assistance, and although informal notes may be temporarily created only as needed, the Ombuds does not retain permanent records containing personally identifiable information or confidential communications. Any

post-conference reporting to senior leadership will contain only aggregate data and the Ombuds insights and observations on the types of issues raised and any organizational recommendations.

**VII. INQUIRY ABOUT USE OF THE CONFERENCE OMBUDS IS INAPPROPRIATE; RETALIATION FOR DOING SO IS PROHIBITED**

WEF supports efforts to manage and resolve conflicts informally to preserve collegial and effective working relationships, and avoid the time and expense required for formal proceedings or litigation. Because the Conference Ombuds Program is intended to be a confidential resource, it is not appropriate for anyone at WEF to inquire about an individual's use of the Conference Ombuds Program or any communication that may have taken place there. Furthermore, discouraging or preventing eligible visitors from using the Conference Ombuds Program is inappropriate because it is contrary to the organizations intent of providing a Conference Ombuds Program as a resource for early and informal management and resolution of conflicts.

While the organization supports and encourages the use of the Conference Ombuds Program for conflict management, an individual's use of the Ombuds Office must always be completely voluntary. It is acceptable to remind individuals that the Conference Ombuds Program is available as an option or a resource. However, no one may be ordered or required to visit the Ombuds, nor may an individual be punished for not visiting the Conference Ombuds Program.

All attendees, staff, exhibitors, and anyone else participating in WEFTEC shall have the right to consult the Conference Ombuds Program without fear of retaliation or reprisal. Retaliation against any attendee or staff for consulting with the Conference Ombuds Program or against the Ombuds for actions within the legitimate scope of her duties as described in the Charter is prohibited.

**VIII. PROCEDURE FOR REVISION OR REVOCATION OF THIS DOCUMENT**

This Charter remains in effect unless otherwise revoked by WEF, and such revocation shall be provided in writing to MWI's Director of Ombuds Services. Any revision to this Charter shall be jointly agreed to in writing by both WEF and the Ombuds representatives from MWI and shall be appended to this document.

CLIENT

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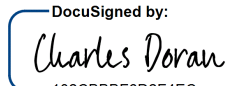
Name: Renee M Kayal

Title: Managing Director, Governance, Association, Engagement, Special Projects, WEF

Date: 9/13/2022

*Duly Authorized Hereunto*

MWI

Signed:  102CB8BF6D2F4EC...

Name: Charles P. Doran

Title: Ombuds/Executive Director

Date: 9/13/2022

*Duly Authorized Hereunto*