

25 April 2016

## Conduct at ICANN Meetings

To: Mr. Akram Atallah  
Interim CEO and President, Global Domains Division, ICANN

Dear Akram,

On behalf of the GNSO Council, we would like to thank you for your recent blog post (“Conduct at ICANN Meetings”). Members of the Council, and all of the GNSO Stakeholder Groups and Constituencies, share the goal of ensuring that all ICANN community members are able to participate and contribute within an environment that does not tolerate discrimination and that remains free of harassment. Without passing judgment on any specific incident, we are encouraged by the commitment from Staff and the Board to engage the community on this subject. When considering a policy to address this area, we respectfully ask for consideration regarding these key questions:

- Would a policy enhance the current ‘Expected Standards of Behavior’ or remain independent?
- How will reporting procedures be defined and who will be included in the reporting structure i.e. ICANN Staff, Office of the Ombudsman, or other entity?
- What mechanism will be in place to enforce the policy and protect those involved in known incidents?
- Given ICANN’s rather unique, open, volunteer, multi-stakeholder character as an institution, would it be useful to consider how other comparable organizations (such as the IETF) have dealt with reporting and enforcement?

We call upon the GNSO community to engage and participate, as we anticipate additional topics and questions will arise from these efforts. It is worth noting that other community groups have begun work in this area (for example, the recent Statement issued by the NCUC Executive Committee). We urge ICANN staff to incorporate these initial questions during the commencement of this exercise. We all agree that a new policy must ensure a healthy environment for all.

Thank you.

Donna Austin, GNSO Vice-Chair  
James Bladel, GNSO Chair  
Heather Forrest, GNSO Vice-Chair