

ONVIF Member Code of Conduct and Ethics Policy

The Forum will conduct all of its activities in conformance with all applicable laws, rules and regulations.

A. General Terms.

Each Member representative acknowledges that they are committed to fostering open competition in the development and sales of products and services related to IP-based physical security in a manner which does not violate any antitrust laws.

Member representatives shall not exchange any information regarding their respective company's commercial activities which may be viewed as a violation of antitrust laws.

Each Member representative acknowledges that the development of the Network Interface Specifications or the Common Specification presupposes that the committees, work groups and the Members have as much information about any Intellectual Property Rights constraints on new versions as possible.

For draft specifications, member representatives attending technical meetings shall draw the attention to known patents or other Intellectual Property Rights and disclose as soon as reasonably possible under the terms of the Rules of Membership (Section 5.5) the existence of any Essential Intellectual Property Rights held by the participant's organization or by other organizations.

B. Ethical Conduct.

ONVIF Member representatives shall act in a professional manner in connection with all ONVIF activities.

Ethical practice is an essential aspect of professional conduct. All ONVIF Member representatives are expected to abide by and adhere to the following rules in connection with ONVIF activities:

I. Be respectful of others

- Member representatives are expected to conduct themselves in a conscientious manner, with integrity, honesty, and fairness when participating in ONVIF activities.
- Member representatives are to be respectful of the privacy of others and the protection of their personal information and data.

II. Treat people equally

- Member representatives are not to engage in harassment of any kind, including sexual harassment, or bullying behavior whether in person, virtually, or otherwise. For a definition of "sexual harassment" please refer to the definition of the U.S. Equal Employment Opportunity Commission found here: <https://www.eeoc.gov/sexual-harassment>.
- Member representatives are not to discriminate against any person or engage in any unwelcome conduct because of or based on an individual's characteristics (e.g. age, ancestry, color, mental or physical disability, ancestry, medical condition, disability or handicap, national origin, race, religion, gender, sex, sexual or affectional orientation, gender identity, gender expression, appearance, matriculation, political affiliation, marital status, veteran status, citizenship status, or any other protected status of an individual). Among the types of unwelcome conduct prohibited by this Code of

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Conduct and Ethics are epithets, slurs, negative stereotyping, intimidating acts, and the circulation or posting of written or graphic materials that show hostility toward individuals because of their protected status.

- Member representatives are not to include or provide any content that is offensive, discriminatory violate any applicable laws or cause ONVIF reputational harm in any ONVIF materials (including any ONVIF online sites).

III. Cause no harm

- Member representatives are to avoid injuring others, their property, data, reputation, or employment by false or malicious action.
- Member representatives are not to engage in or participate in the spreading of any malicious rumors, defamation or any other verbal or physical abuses, against an ONVIF Member representative, ONVIF contractors, ONVIF agents, or other person.

IV. Refrain from retaliation. Member representatives are not to retaliate against any ONVIF Member, representative, employee, or other person for:

- Reporting an act of misconduct, or reporting any violation of the ONVIF Code of Conduct and Ethics.
- Making ONVIF aware of the violation of any laws, rules, or regulations in connection with ONVIF activities.
- Assisting or cooperating in an investigation of a possible violation of ONVIF policies or procedures.

V. Comply with applicable laws in all countries where the Member does business, where ONVIF does business, and with all ONVIF policies and procedures.

- Member representatives are to comply with all relevant procedures established by ONVIF whenever and wherever acting on behalf of ONVIF, or participating in ONVIF activities, including but not limited to the following:
 - Providing truthful and accurate declarations to ONVIF, for example, providing truthful and accurate declarations of conformance.
 - Rejecting bribery in all forms.
 - Avoiding real or perceived conflicts of interest, whenever possible, and disclosing them to affected parties when they do exist pursuant to the [Conflict of Interest Policy](#).
 - Protecting confidential information belonging to ONVIF and complying with the confidentiality obligations contained in the Rules of Membership.
 - Protecting personal information belonging to ONVIF Members, employees, and other persons.
 - Respecting the copyrights and other intellectual property rights of third parties when acting on behalf of ONVIF or within ONVIF.

C. **Sexual Harassment**

Sexual harassment deserves special mention. This Code of Conduct and Ethics forbids harassment based on gender regardless of whether it rises to the level of a legal violation. Examples of gender-based harassment forbidden by this Code of Conduct and Ethics include (1) offensive sex-oriented verbal kidding, teasing or jokes, (2) repeated unwanted sexual flirtations, advances or propositions, (3) verbal abuse of a sexual nature, (4) graphic or degrading comments about an individual's appearance or sexual activity, (5) offensive visual conduct, including leering, making sexual gestures, the display of offensive sexually suggestive objects or

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pictures, cartoons or posters, (6) unwelcome pressure for sexual activity, (7) offensively suggestive or obscene letters, notes or invitations, (8) offensive physical contact such as patting, grabbing, pinching, or brushing against another's body, and (9) sexual favoritism.