WPATH Code of Conduct Policy

Revised September 2025

The mission of the World Professional Association for Transgender Health (WPATH) is to promote evidence-based care, education, research, public policy, and respect in transgender health. We envision a world wherein people of all gender identities and gender expressions have access to evidence-based healthcare, social services, justice, and equality.

In line with good governance and operational protocols, all WPATH Participants are required to follow the following Code of Conduct. WPATH Participants includes any member of WPATH, including any member of a WPATH Committee or affiliated regional chartered committee, or any non-member who is a volunteer, attendee, staff person, speaker/faculty member (invited or otherwise), contractor, or sponsor attending an event or otherwise affiliated with WPATH and/or its affiliated regional chartered committees.

We promote free and full discussion of scientific ideas in a respectful environment. We expect cooperation from all WPATH Participants to help ensure a safe, collegial, and professional environment and atmosphere for everyone. WPATH work and activities should take place in a friendly manner where everyone's behavior creates a welcoming, safe, and open place to share ideas and engage in open discussion without threat of intimidation or public humiliation. We expect all Participants to be respectful in person and online towards others. We suggest that critiques be delivered in a non-threatening manner.

Where applicable, photography, recording, or reproduction of any kind is **not** permitted without the explicit consent of any person and/or of the author/presenter/copyright-holder(s) of the material being photographed, recorded or reproduced. WPATH Participants are further prohibited from copying, photographing, screenshotting, or in any way recording or duplicating posts made on WPATH-moderated discussion boards. E-mail or text communications between WPATH Participants may not be shared with an outside third-party, without first obtaining the consent of both the sender and the recipient.

We expect all WPATH Participants to behave in a collegial manner and to use language that is respectful, non-pathologizing and consistent with human rights standards, considering its ever shifting and complex contextual and cultural character. Ultimately, this caution applies equally to

the delivery of transgender health services and all other formal and informal settings in which human interaction takes place. Please refer to our Language Policy.

We are committed to providing a harassment-free experience for everyone, regardless of gender identity and expression, sex or secondary sex characteristics, sexual orientation, physical and cognitive ability, physical appearance, age, body size, race, ethnicity, political affiliation or religion. Harassment and inappropriate behavior in any form will not be tolerated.

Harassment includes offensive verbal comments and other forms of using disrespectful and pathologizing language inconsistent with human rights standards, deliberate intimidation, stalking, following, harassing, photography or recording without explicit consent, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

This Code of Conduct applies in every space and occurrence to all WPATH Participants, in every role.

If any WPATH Participant is known to be in or have been in violation of the Code of Conduct, WPATH and its affiliated regional organizations reserve the right to remove the party from the event, activity, organization, role, membership, etc. without any refund of fees paid. Due diligence will be applied to investigate and confirm the violation of the Code of Conduct before action is taken. The Executive Committee of the Board representing WPATH or its affiliated regional organization, will review the complaint, and make a decision regarding the appropriate action to be taken, or forward the complaint for further review to an assigned committee. The Participant will be notified in writing of the action taken by WPATH.

If you wish to report a WPATH Participant (member, non-member, volunteer, attendee, staff person, speaker/faculty member, invited or otherwise, contractor, or sponsor, etc.) for a violation of this Code of Conduct, please contact the WPATH office immediately at wpath@wpath.org. If you prefer to reach our Executive Director directly, please contact Leo Lewis at llewis@wpath.org.

Your engagement with WPATH as a WPATH Participant, as defined above, and availability of this document for review, is considered your agreement to the terms of the WPATH Code of Conduct Policy, revised September 2025, all other versions of this policy are to be replaced by this one, dated September 2025.

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