

## **JURA 2022 Code of conduct**

We are dedicated to a philosophy of equality of opportunity and treatment for all members, regardless of gender, gender identity or expression, race, colour, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities, or any other reason not related to scientific merit. Harassment, sexual or otherwise, is a form of misconduct that undermines the integrity of this meeting. Violators of this code of conduct will be subject to discipline.

We will publish a code of conduct to all participants; violators of this code of conduct will be subject to discipline. We will also reiterate this code of conduct during the opening address of the meeting, and make clear the pathways (both in-person and anonymous) that a participant can use to raise any reports of behavior that breaks the code of conduct.

### **a) Expected behaviour**

- Treat all participants with kindness, respect and consideration, valuing a diversity of views and opinions (including those you may not share).
- Communicate openly, with respect for other participants, critiquing ideas rather than individuals.
- Refrain from demeaning, discriminatory, or harassing behaviour and speech directed toward other participants.
- Be mindful of your surroundings and of your fellow participants. Alert JURA Committee if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of the meeting venue.

### **b) Unacceptable behaviour**

- Harassment, intimidation, or discrimination in any form. Harassment includes speech or behaviour that is not welcome or is personally offensive. Behaviour that is acceptable to one person may not be acceptable to another, so use discretion to be certain respect is communicated. Harassment intended in a joking manner still constitutes unacceptable behaviour.
- Examples of unacceptable behaviour include, but are not limited to:
  - Physical or verbal abuse of any participant
  - Unwelcome or offensive verbal comments or exclusionary behaviour
  - Inappropriate physical contact
  - Unwanted sexual attention
  - Use of sexual or discriminatory images in public spaces or in presentations
  - Deliberate intimidation, stalking, or following
  - Harassing photography or recording, including taking photographs or recording of another individual's oral presentation or poster without the explicit permission of that individual
  - Sustained disruption of talks, question sessions or other events
  - Bullying behaviour
  - Retaliation for reporting unacceptable behaviour

**To report behavior that violates the code of conduct to the SOC/LOC, either fill in [this form](#) or talk to any SOC member in person.**