



## EBSA Code of Conduct for meetings

EBSA strives to maintain an environment in which science and scientific careers can flourish through respectful, inclusive and fair treatment of others. To this end, EBSA is committed to providing a safe place for its members and non-member participants. EBSA opposes all forms of discrimination, harassment (in all its forms) and bullying which create a hostile environment that reduces the quality, integrity and pace of scientific progress by marginalising individuals and communities. Such activities also undermine productivity and career advancement and prevent the healthy exchange of ideas.

In support of this goal, we would like to introduce our Code of Conduct. We expect that all conference organizers and attendees at any EBSA-supported event will abide by this code in order to contribute to an enjoyable conference experience for everyone. We expect participants to follow these rules at conference and workshop venues and during conference-related social events and travel.

### **This means that:**

- You are not permitted to harass or discriminate against any other attendee, including at talks, poster presentations, workshops, social events, or via social media. Such behavior includes, but is not limited to:

*stalking, intentional intimidation, unwanted photography or recording, creating a discriminatory image or text, prolonged or deliberate disruption of presentations or other events, using images, or making comments or jokes of a sexual or discriminatory nature; making offensive, condescending or patronizing remarks on the basis of gender, gender identity and expression, age, scientific experience/age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion (or lack thereof), or technology choices.*

- Sexual language, imagery or inappropriate physical contact (including non-consensual physical contact) is prohibited in any conference venue.

- Photography or scanning of posters, slides and other material may only be made with the permission of the presenter.

- Presented science must follow good scientific practice and European institutional requirements, for example, with documented Ethics approval where required (such as research involving pathogens or human/animal subjects).

Conference participants violating any of these rules will be sanctioned or expelled from the conference *without a refund*, at the discretion of the conference organizers.

### **Should you have any question?**

The event organizers will monitor and enforce this code throughout the event, and any queries or cases of infringements should be reported to them.