

# Conference Code of Conduct

**All attendees, speakers, sponsors and volunteers at our conference are required to agree with the following code of conduct** to ensure that this conference is enjoyable and productive for all participants. **This code of conduct pertains to all interactions happening in the scope of this conference (i.e. including social and non-social events).**

We would like to call your attention to the following policy; **please take a moment to read them and help us create a welcoming experience for everyone.**

The conference organizers aim to provide a **harassment-free** experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion.

**Harassment includes**, but is not limited to:

- Verbal comments that disregard, and therefore may reinforce, social structures of domination in relation to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, and/or religion;
- Sexual images in public spaces.
- Deliberate intimidation, stalking or following.
- Photography or recording without the consent of the subject.
- Sustained disruption of talks or other events.
- Inappropriate physical contact.
- Unwelcomed sexual attention.
- Advocating for, or encouraging, any of the above behaviours.

**To help create a welcoming environment we ask you to please...:**

- Listen actively by asking questions before making a statement.
- Give time and space to individuals to respond.
- Use accessible language to talk about your area of expertise. If others in the group seem confused, slow down, stop and ask for input.
- Recognize that hugs, cheek kisses, and handshakes are normal greetings in some, but not in all cultures, and may not be comfortable for all individuals.
- Be respectful and thoughtful in your critique of ideas.
- Ask permission to take pictures of others and to post those on social media.
- Use the pronouns people have specified for themselves.

Thank you for your attention and collaboration.

Conference organizers will be present during the conference to help ensure that the conference is a welcoming environment for everyone. **Conference organisers remain in the right to take any action they deem appropriate, such as expulsion from the conference with no refund, to ensure the conference remains welcoming, productive and enjoyable for all participants.**

If you have any concern during the conference, please approach one of the conference staff- they will be wearing branded clothing and/or badges or email us at [contact@scp-conference-2023.com](mailto:contact@scp-conference-2023.com).

This code of conduct was inspired by ECSA existing code of conduct, the code of conduct used by the Citizen Science Association for their conference in 2019, templates created for codes of conducts and aligned with WUR's own Integrity code regarding undesirable behaviours (see references below).

*References:*

- Code of Conduct for the Citizen Science Association's 2019 Conference (CitSci2019): <https://citizenscience.org/home/events/conferences/citsci2019/code-of-conduct/>
- Code of conduct template: <https://confcodeofconduct.com/>
- ECSA's own safe space policy. It can be found here: <https://eu-citizen.science/blog/2020/09/03/what-ecsa2020-safe-space-policy-and-why-do-we-need-it/>
- WUR Integrity code regarding undesirable behaviour: <https://www.wur.nl/en/About-WUR/Integrity-and-privacy.htm>.