

## **IUCr GEDC Code of Conduct**

### **Background**

The International Union of Crystallography (IUCr) represents crystallographers worldwide and is committed to achieving gender equity and diversity (that mirrors our crystallography community) in all its endeavours and activities. A key aspect of the IUCr mission is to ensure our community fosters inclusion, ensures mutual respect, and embraces diversity. To help achieve its diversity goals, the IUCr has developed this code of conduct which applies to all its endorsed or funded activities.

### **Expectations of Professional Respectful Behaviour**

IUCr members, committees, commissions, speakers, award recipients, and conference attendees will:

- Exemplify the values of respect, integrity and collegiality.
- Treat others with respect, dignity and courtesy at all times including on social media.
- Foster a diverse and inclusive environment free from discrimination and harassment.
- Uphold the reputation and standing of the IUCr.
- Be aware of conscious and unconscious biases that affect who we tend to favour in our decision-making and actions (e.g. for nominations, selections, awards).
- Maintain awareness of our own conduct and interaction with others when representing or participating in IUCr activities.
- Maintain awareness of the conduct of others, and where such conduct violates the code of conduct and impacts negatively on others, intervene directly or alert relevant officials promptly (nominated local organising committee members for conferences, IUCr executive secretary and Gender Equity and Diversity Committee members for IUCr committees).

### **Unacceptable Behaviour**

Harassment in any form, including advocating or encouraging harassing behaviour, will not be tolerated. IUCr members, committees, commissions and conference attendees will not tolerate bullying, intimidation, discrimination, sexual harassment, physical or verbal abuse, including at conference events, or in the workplace.

Examples of unacceptable behaviour include, but are not limited to, overt or covert offensive acts, comments, signs, pranks, jokes (in person, in presentations, in publications, or online) related to gender, gender identity, age, sex, sexual orientation, disability, physical appearance, body size, race, colour, religion, pregnancy, national or ethnic origin, ancestry, marital status; deliberate intimidation, threatening, stalking or following; physical contact or violence; harassment including unwanted photography or recording; sustained disruption of discussions/talks/oral/poster sessions; drunk and disorderly conduct.

At IUCr conferences and sponsored events, a clear description of the reporting process should be provided on the external website, and at conference sessions, which should also outline the mechanisms that have been put in place and the individuals responsible for implementing the process.

Sexual harassment refers to unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature. The following are examples of behaviour that, when unwelcome, may constitute sexual harassment: sexual flirtations, advances, or propositions; verbal comments or physical actions of a sexual nature; sexual language and imagery; sexually degrading words; inappropriate use of nudity or sexual images or objects in public spaces or in presentations; sexually explicit jokes; inappropriate or unwanted physical contact, unnecessary touching; unwelcome sexual attention.

The IUCr will take seriously all reports of breaches of this code of conduct and treat all parties with respect and due process without presupposition of guilt. Complaints will be handled with sensitivity, discretion, and confidentiality to the extent allowed by the circumstances. Notification of unacceptable behaviour can be made by contacting an IUCr staff member or conference official or by emailing your concern to the IUCr Executive secretary.

### **Consequences of Unacceptable Behaviour**

- Anyone requested to stop unacceptable behaviour is expected to comply immediately.
- IUCr officials may take any action deemed necessary and appropriate, including issuing a warning, immediate removal from a meeting or conference (without refund), and/or reporting the behaviour to the individual's employer, funding agencies and relevant authorities.
- The IUCr reserves the right to prohibit those who contravene the code of conduct from attending future meetings and removing them from membership of partner societies.

### **IUCr Conference code of conduct**

IUCr endorsed or funded schools, meetings or conferences are expected to post this or a similar code of conduct prominently on their webpage, along with a list of people who can be contacted by event participants should the participant experience harassment.

This code of conduct was developed by the IUCr Gender Equity and Diversity Committee (GEDC) and was made with reference to Codes of Conduct developed by other societies and organisations (including the American Crystallographic Association, American Biophysical Society, American Geophysical Association and others). Any IUCr member who wishes to find out more about the code of conduct is encouraged to contact a member of the IUCr GEDC.