Code of Conduct

The organizers are committed to making this symposium productive and enjoyable for everyone, regardless of age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, religion, ability status, physical appearance or educational background. We will not tolerate discrimination or harassment of participants in any form (definitions provided below). Harassment and sexist, racist, or exclusionary comments or jokes are inappropriate. Sexual language and imagery, along with offensive comments related to gender, sexual orientation, disability, physical appearance, race or religion are also inappropriate.

Attendance at the symposium implies consent to abide by this code of conduct. Explicitly, please follow these guidelines:

- Behave professionally.
- All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual language and imagery is not appropriate.
- Be kind to others. Do not insult or put down other attendees.

Participants asked to stop any inappropriate behavior are expected to comply immediately.

Any participant who wishes to report a violation of this policy is asked to speak, in confidence, to this meetings designated contact(s) who will be identified by the local organizing committee (LOC).

Please refer to "Protocols for dealing with violations of this policy" below for further formal processes around reporting an incident.

Definitions (used with permission from Exciton Science):

Discrimination is the act of treating either a person or a group of people differently from the way in which you treat other people on the basis of protected characteristics. These include (but are not limited to) ethnicity, race, religion, gender, national extraction, age, relationship status, sexual orientation, gender identity, pregnancy, carer responsibilities, socio-economic status, mental and physical health or disability, or nationality.

Harassment is any behaviour where a reasonable person would have anticipated the possibility that the person harassed would feel offended, humiliated or intimidated. This conduct may include, but is not limited to: offensive or disrespectful verbal or written comments; bullying; slurs or negative stereotyping; threatening, intimidating or hostile acts; coercion of a sexual nature; sustained disruption of talks, or other events; telling denigrating jokes or insulting jokes about a given racial group; displaying or circulating sexually denigrating images or screensavers.

Consequences of violating the Code of Conduct.

Consequences may range from verbal warning, to ejection from the meeting without refund at the sole discretion of the organizers, to notifying appropriate authorities. Retaliation for complaints of inappropriate conduct will not be tolerated. If a participant observes inappropriate comments or actions and personal intervention seems appropriate and safe, they should be considerate of all parties before intervening.

Protocol for dealing with violations of this policy

To avoid any confusion or bias in dealing with reports of violations of the code of conduct, the following protocol will be followed:

- The designated contact will request a written record of the complaint including time/date plus particulars;
- The designated contact will bring the incident to the attention of the LOC;
- The designated contact will inform the individual(s) indicated to have violated the code of conduct, of the allegation and ascertain and record their version of events.

Based on the nature of the violation and the response, the LOC will decide upon appropriate actions. Where a violation of the policy is deemed to have occurred, a record will be kept.

Acknowledgements of the Creation of the Code of Conduct

This code of conduct is based on the "London Code of Conduct", as originally designed for the conference "Accurate Astrophysics. Correct Cosmology", held in London in July 2015. The London Code was adapted with permission by Andrew Pontzen and Hiranya Peiris from a document by Software Carpentry, which itself derives from original Creative Commons documents by PyCon and Geek Feminism. It is released under a CC-Zero license for reuse.

A version of the London Code of Conduct was sourced from CASCA Manitoba 2016 and was accessed at: http://astro.physics.umanitoba.ca/casca2016/index.php/code-of-conduct/ (5 June 2021).

Additional definitions and review of text has been sourced (with permission) from:

ARC Exciton Science (2020) Code of Conduct, Accessed on: 5 June 2021 https://excitonscience.com/code-conduct>

Diversity

Our aim is to facilitate an inclusive symposium that encourages the free exchange of ideas and welcomes all voices in a respectful atmosphere. We invite participation from people of all races, ethnicities, genders, religions, nationalities, ages, sexual orientations, and abilities.

As organizers, we are working to try to provide a balanced and diverse program. You can help us build a better, more inclusive symposium by forwarding our Call for Abstracts throughout your network and sending along your suggestions for presenters and participants that might help diversify the symposium.

For the ICMI23, we will set clearly articulated goals for diversity, which will be shared on this page.

Official Diversity and Equity Statement

The ICMI23 organisers are committed to providing a symposium that aims to uphold equity and diversity principles. We acknowledge that inequality exists in the scientific community, in the application of science, and throughout the world. We are committed to providing equal opportunities, and a safe and respectful event free from discrimination. We expect our attendees to treat everyone in a respectful and inclusive manner, and to remove barriers of disadvantage. Equity and diversity issues are wide-ranging and include but are not limited to ethnicity, race, religion, color, age, relationship status, sexual orientation, gender identity, pregnancy, carer responsibilities, socio-economic status, mental and physical health, or disability, and nationality. In order to address these principles, the organizers aim to:

- Provide diversity in speakers where possible
- Ensure equitable treatment for all attendees
- Ensure that our attendees feel included in all events offered at the symposium.
- Take positive actions to address inequity and exclusion

- Lead by example

To achieve these aims the organizers will:

- Provide a public policy addressing equity and diversity (this statement).
- Provide a Code of Conduct.
- Provide data of the representation of women (and other underrepresented groups where voluntarily provided) and provide this data after the symposium to publish on the website.
- Acknowledge traditional ownership including reaching out to local Indigenous communities to open major events with Welcome to Country.
- Session Chairs will be instructed to consider speaker selection with this policy in mind.
- Session Chairs will be instructed to ensure that discussions and questions are conducted respectfully and that there is an equitable opportunity to contribute to the discussion.
- Support carers to participate more fully in workshops, conferences and professional development.
- Respect diversity when scheduling event times/days and organizing social activities.

Definitions of Equity, Diversity and Inclusion

Equity – when everyone is treated fairly and impartially.

Diversity – having different attributes and backgrounds, which in turn means people with different skills, experiences, and perspectives.

Inclusion – occurs when a range of people from diverse backgrounds and with varied skills feel valued and respected, have access to opportunities and resources, and can contribute their perspectives and talents to improving their organization.

Sources used to compose this Diversity and Equity Statement

The Local Organising Committee (LOC) acknowledges the following Diversity and Equity Statements have been used to compose this statement.

We acknowledge the work done to create these statements and have used the statements with permission.

ANZOS (2021) Equity and Diversity Policy (Australian and New Zealand Optical Society), Accessed on 5 June 2021 < https://optics.org.au/Equity>

ARC Exciton Science (2020) Equity, Diversity and Inclusion Policy, Accessed on: 5 June 2021 < https://excitonscience.com/equity-diversity-and-inclusion-policy>