eLTER Science Conference Code of Conduct

eLTER's CORE VALUES

We commit to:

- addressing societal sustainability challenges holistically
- scientific integrity and upholding ethical standards in all phases of our research
- a working culture of collaboration, integration, and inclusiveness
- promoting diversity and equity in all activities
- creating a scientific community free of harassment and violence
- minimising our environmental impact throughout eLTER RI

The eLTER Science Conference will provide a living example of implementation of all of these core values. Organisers and volunteers will work throughout the preparation and implementation of the conference to ensure a safe, inclusive, environmentally-friendly, and welcoming experience for all participants. The Code of Conduct applies to all event venues and event-related social activities.

CONFERENCE ETHICAL GUIDELINES

All participants, including attendees, speakers, exhibitors, organisers, and volunteers, are expected to

- Treat all participants with kindness, respect, and consideration, valuing a diversity of views and opinions (including those they may not share).
- Be considerate, respectful, and inclusive.
- Voice any disagreements in a manner that is respectful and not offensive or disparaging.
- Communicate openly, with respect for other participants. When there are disagreements, criticise ideas and not individuals.
- Refrain from personal attacks, and demeaning, discriminatory, or harassing behaviour or speech.
- Respect the rules and policies of the meeting host venue, hotels, and any other venue visited in the course of this conference.

INAPPROPRIATE BEHAVIOUR

- Inappropriate behaviour of conference participants in any form will not be tolerated.
- Harassment[1], including sexual harassment, bullying, abuse, or discrimination[2] in any form is unacceptable.

[1] Harassment is unwelcome speech or behaviour. Behaviour that is acceptable to one person may not be acceptable to another, so use discretion and be sensitive to how you communicate. Harassment intended as humour still constitutes unacceptable behaviour.
[2] Discrimination is the unjust or prejudicial treatment of individuals based on race, ethnicity, gender, sexual orientation, age, disability status, nationality, or any other attribute.

REPORTING UNACCEPTABLE BEHAVIOUR

The Code of Conduct exists so that all eLTER Conference participants feel safe and confident to participate as equals in all conference activities. Participants should feel empowered to refer to the Code should they feel the need to do so. If possible, participants should also take responsibility for their social environment and respond should they perceive that the Code is being violated with regard to themselves or their colleagues.

If you are the subject of unacceptable behaviour or harassment or have witnessed any such behaviour and don't feel comfortable intervening (e.g., for fear of retaliation), please contact the eLTER Ombudspersons Paulina Rajewicz and Katarina Sladakovic. You can reach them in person during the event or via email at ombuds@elter-ri.eu. While neither of these methods is anonymous, we assure you that all concerns will be handled with the utmost professionalism and respect for your wishes.
For those who prefer to report anonymously, an "OmbudsBox" will be available by the Registration Desk at the conference venue, where you can leave a written, anonymous note for the Ombudspeople.

Concerns will be treated confidentially and anonymously unless/until the person raising them agrees to have them communicated further or unless the person contacted is required to report a misconduct allegation by institutional rules or by law.

Attributions
This code of conduct is based on the eLTER Ethical rules [eLTER RI Ethical Guidelines and Draft Charter of the Ethical Advisory Board] and a selection of existing Codes of conducts, including:

- https://ecoforecast.org/efi-code-of-conduct/
- https://thefutureofmeetings.wordpress.com/code-of-conduct/
- Charter of Fundamental Rights of the Europe Union
- Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin
- https://studies.helsinki.fi/instructions/article/principles-safer-space?check_logged_in=1