Codes of Conduct for Conferences

NSD IDEA Council
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What is a code of conduct?

According to [1], a code of conduct is "**a statement providing clear guidelines for ethical behavior**."

Its purpose is to:

- "guide productive and acceptable behavior"
- "create an inclusive environment that welcomes all voices"
- "help maintain high ethical standards"

It does this by:

- "clearly defin[ing] and explain[ing] unacceptable behavior, which includes verbal and nonverbal harassment, intimidation, sexual misconduct, and identity-based discrimination"
- "clearly outlin[ing] procedures for reporting violations so attendees know how to seek support immediately."

https://highways.dot.gov/safety/proven-safety-countermeasures/dedicated-left-and-right-turn-lanes-intersections

[1] Foxx, Alicia J., et al. "Evaluating the prevalence and quality of conference codes of conduct." Proceedings of the National Academy of Sciences 116.30 (2019): 14931-14936.
https://doi.org/10.1073/pnas.1819409116

Appropriate conduct at conferences is an IDEA issue

"The accessibility of any event is determined in part by how safe it is to attend, and safety is tied closely to one's gender, gender identity, sexual orientation, race, religion, and other factors. While this is uncomfortable to acknowledge, science continues to experience cases of harassment, intimidation, bullying, and discrimination…."

"Harassment in science should be tackled head-on, whether it occurs in conferences, fieldwork, or in any other aspect of the scientific enterprise... In the field of astronomy, students, staff, and faculty have all reported avoiding conferences and other events due to feeling unsafe…." [2]

[2] Favaro, Brett, et al. "Your science conference should have a code of conduct." Frontiers in Marine Science 3 (2016): 103. https://doi.org/10.3389/fmars.2016.00103
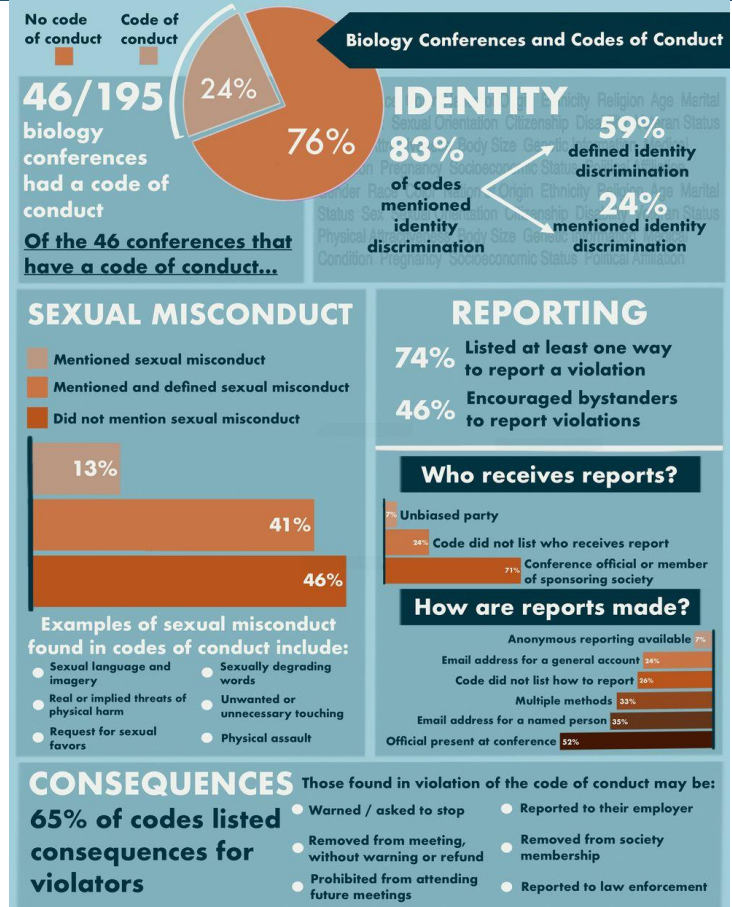
In 2019, Foxx et al. [1] performed a survey of biology conferences' codes of conduct and summarized their findings in this graphic.

Some of their main findings:

- Few even had a code of conduct
- Of those, few mentioned and/or defined what kind of misconduct was unwelcome
- Most mentioned reporting mechanisms, but lacked transparency
- Few explicitly prohibited retaliation against those reporting misconduct

Clearly defining misconduct, having clear and transparent (and multiple) reporting mechanisms, and protecting people from retaliation are crucial to empowering people to enforce the code

Biology Conferences and Codes of Conduct

No code of conduct / Code of conduct

24%
76%

46/195 biology conferences had a code of conduct

Of the 46 conferences that have a code of conduct...

IDENTITY
83% of codes mentioned identity discrimination

59% defined identity discrimination

24% mentioned identity discrimination

SEXUAL MISCONDUCT
- Mentioned sexual misconduct
- Mentioned and defined sexual misconduct
- Did not mention sexual misconduct

13%
41%
46%

Examples of sexual misconduct found in codes of conduct include:
- Sexual language and imagery
- Real or implied threats of physical harm
- Request for sexual favors
- Sexually degrading words
- Unwanted or unnecessary touching
- Physical assault

REPORTING
74% Listed at least one way to report a violation
46% Encouraged bystanders to report violations

Who receives reports?
7% Unbiased party
24% Code did not list who receives report
71% Conference official or member of sponsoring society

How are reports made?
Anonymous reporting available 7%
Email address for a general account 24%
Code did not list how to report 26%
Multiple methods 33%
Email address for a named person 35%
Official present at conference 52%

CONSEQUENCES
65% of codes listed consequences for violators

Those found in violation of the code of conduct may be:
- Warned / asked to stop
- Removed from meeting, without warning or refund
- Prohibited from attending future meetings
- Reported to their employer
- Removed from society membership
- Reported to law enforcement

Code of Conduct for APS Meetings

It is the policy of the American Physical Society (APS) that all participants, including attendees, vendors, APS staff, volunteers, and all other stakeholders at APS meetings will conduct themselves in a professional manner ~~...~~ orm of discrimination, harassment, or retaliatio~~...~~ nsideration to create a collegial, inclusive, and professional environment at APS Meetings. Creating a supportive environment to enable scientific discourse at APS meetings is the responsibility of all participants.

Purpose of the code of conduct

Participants will avoid any inappropriate actions or statements based on individual characteristics such as age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, ability status, educational background, or any other characteristic protected by la~~...~~ arassment includes but is n~~... welcome jokes or comments, unwanted touching or attention, offensive images, photography without permission, and stalking.

Explicitly defining inappropriate behavior

Violations of this code of conduct policy should be reported to meeting organizers, APS staff, or the APS Director of Meetings. Sanctions may range from verbal warning, to ejection from the meeting without refund, to no~~...~~ inappropriate conduct will not be t~~...~~ or actions and personal intervention ~~...~~ f all parties before intervening.

Reporting mechanisms and protection against retaliation

Need to Report Something?

- Online: aps.ethicspoint.com
- Phon~~...~~

Reporting mechanisms

Confidential, easy-to-use, and always available.

Available at https://www.aps.org/meetings/policies/code-conduct.cfm

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Another example: 2024 ePIC Collaboration Meeting

Follows APS Code of Conduct, and also details multiple reporting channels:

Reporting Violations:

Violations of this code of conduct policy should be reported to the Local Organizing Committee Chairs. Sanctions may range from verbal warning, to ejection from the meeting without refund, 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.

Alternative Reporting:

You may also report unethical or illegal behavior via anl.tnwreports.com (outside of Local Organizers). If you see or suspect unethical or illegal behavior, you may report your concerns via the mechanisms below.

Online: https://

Phone: 877-

This webpage is not part of the Argonne National Laboratory website or intranet and provides an anonymous mechanism for reporting unethical or illegal activity. All calls are confidential to the greatest extent possible.

- Available 24 hours a day, 7 days a week
- Any time, from any location
- You do not have to provide your name
- Reports submitted will be handled promptly and discreetly
- If you wish to speak to an Argonne representative, call Argonne's Employee Relations Office at 630-   .

Available at https://indico.bnl.gov/event/20473/page/571-code-of-conduct

1. Be an *Upstander*, Not a *Bystander*!
   - [IDEA Office's Upstander Action Guide](#)
     - **Listen Up** - learn, read, ask questions, and discuss
     - **Show Up** - attend, actively participate, and contribute to diversity programs and initiatives
     - **Talk Up** - advocate, open doors, make connections, and find opportunities for colleagues
     - **Speak Up** - identify and interrupt bias, stereotyping, and misconduct
   - [Four-Part Model for being an Upstander](#): **Interrupt**, **Question**, **Educate**, **Echo**

2. Help Create Strong Codes of Conduct
   - Volunteer on the committee that is writing the Code of Conduct or handling misconduct reports (e.g., Spencer Klein's work with the APS Ethics Committee)
   - Advocate for a clear code of conduct at conferences that don't have one

A conference can only thrive in the IDEA sense if individuals are both <u>determined to be upstanders</u> and <u>are equipped with a clear code of conduct</u> that they can use to reinforce their upstander behavior and prevent their own misconduct.

Opportunities to Be Involved in Outreach and Service

- **K-12 STEM Outreach Opportunities**
  - Many roles open for Science en Acción (SeA) bilingual STEM camp
  - Opportunities for Reverse Science Fair in Berkeley
  - Support needed in the The Berkeley Lab Director's Apprenticeship Program (BLDAP)
  - Help with various local school STEM outreach programs coming up
  - Become a mentor for High School summer interns
- Visit the K-12 Outreach and Education homepage to sign up for the newsletter and read more about the programs!
  - https://k12education.lbl.gov/home

- **Community Service Opportunities**
  - Volunteer with the Food Bank of Contra Costa and Solano (FBCCS), the UC Berkeley food pantry, or the Alameda County Community Food Bank
  - Volunteer with Meals on Wheels to pack or deliver food to Berkeley's homebound seniors
  - Sign up to be a tutor for "Literacy for Every Adult Program" or another "Bay Area Literacy" program
  - Contribute to an Earth Day event or environmental cause.

Sign up to volunteer for these opportunities and more at https://service.lbl.gov/need/

IDEA Resources

NSD IDEA Council resources

- [URM Job Posting funding](#)
- [Luminary Cards](#)
- IDEA SPOT Award Program
- [LeanIn cards "50 ways to fight bias"](#)

Lab-wide resources

- [Idea.lbl.gov](#)
- [Employee Resource Groups](#)
- [Physical Sciences Workplace Life Committee](#)

Consider joining the Council!
- All-volunteer effort
- Looking for people from all roles and areas of NSD

Share your ideas for topics or other feedback:

NSD-IDEA-Council@lbl.gov