

Code of Conduct for SymBioSE:

Purpose:

The aim of this document is to support the commitment of the organisers of the upcoming editions of SymBioSE with promoting an inclusive and respectful environment among the participants of the events, including detailed information about procedures to be considered when this Code of Conduct is not followed.

This document has been elaborated according to the Code of Conduct of the UNFCC (1).

Applicability:

This Code of Conduct applies to any activities of future editions of SymBioSE and related official events, including social events, and it must be fulfilled by the organisers of the events in such editions. This document applies to every participant, organiser and invited speakers (either keynote speakers or SymBioSE Alumni), where the responsibility of committing with the terms of this document relies on the organisers of such events.

To ensure the applicability and compliance of this Code of Conduct, participants will be asked to read and acknowledge the content of this document in the respective application forms.

Principles:

The organisers, sponsors, speakers and participants of the respective SymBioSE event must comply with ensuring that every participant of the event will be treated with respect and dignity regardless to their protected characteristics (e.g. ethnic background, nationality, age, religion, physical appearance, sexual orientation, identity, gender, neurodivergences, etc) of members of the symposium. Every edition of the SymBioSE symposium will ensure that members will be treated equally and respectfully following the Declaration of Human Rights of the United Nations.

Examples of Breaches to this Code of Conduct:

- Direct or indirect harassment (including slurs and inappropriate jokes shared with intended hatred) to members of SymBioSE and members of the public due to protected characteristics (e.g. ethnic background, nationality, age, religion, physical appearance, sexual orientation, identity, gender, neurodivergences, etc).
- Direct or indirect bullying to any member of SymBioSE or members of the public.
- Unconsented violation of personal space, especially of physical nature.
- Any form of assault (e.g. sexual assault) against another member.
- Displaying unofficially recognised symbols linked to extreme political views with the intention to display hate speech targeted against populations of diverse characteristics (e.g. racist, misogynistic or fascist symbols)

Complaint Process and Points of Action:

One member of the organising team of the event/activity will be designated as Welfare Officer as a point of contact in case any member of the event or the public have a major concern about other member(s) breaking the principles stipulated in the Code of Conduct. An additional Welfare Officer from a member of SymBioSE external to the organising team may be also designated for ensuring that the organising team is complying with the principles and action points of this document where applicable. Participants who either experience or witness the harassing event breaking the principles of this Code of Conduct should contact the Welfare Officer to resolve this conflict. The Welfare Officer (or alternatively, another member organiser) will at first instance engage the communication between both parties in a confidential and safe environment in order to resolve the conflict developed. At this stage, the Welfare Officer will ensure that the offender will correct their behaviour to protect the integrity and safety of the affected person. Similarly, emotional support or mental health services will be provided where considered and if such service is accessible to the members of the event.

Where the conflict has not been resolved after addressing the conflict with communication between the parties involved, the organisers of future editions/events of SymBioSE will take this concern into account for the respectively participation application processes in order to ensure that offenders who didn't comply with this Code of Conduct and will potentially suppose a breach on the principles stated in this document, will either not be successful in future applications if considered as an appropriate measure.

Threats, intimidation or any other form of retaliation against the complainant will also not be tolerated under the principles of this Code of Conduct, and action will be taken accordingly.

References:

1. <https://unfccc.int/about-us/code-of-conduct-for-unfccc-conferences-meetings-and-events>