

## **Proposed IAPS Code of Conduct**

### **Preface**

The aims of the International Association of Physics Students (IAPS) include, amongst others, the promotion of peaceful relations among physics students around the world (IAPS Charter Article 3.2). Additionally, IAPS does not pursue any profitable, political or religious objectives, and does not discriminate on the basis of race, colour, gender, creed, religion, national or ethnic origin, political opinion, sexual orientation or disability. (IAPS Charter Article 2.2)

Consistent with such statements, the delegates of the AGM approved this IAPS Code of Conduct at the 2015 AGM in Zagreb, Croatia.

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### **Statement of Policy**

All participants of activities and events related to the International Association of Physics Students (hereafter IAPS) will enjoy an environment without any form of discrimination, harassment or retaliation. IAPS is committed to helping physics students from around the world to build professional relations and foster a collaborative attitude built upon at IAPS events while encouraging them in their academic and professional ventures. In order for this to be achieved, IAPS provides equal treatment and opportunities regardless of race, colour, gender, gender identity or expression, creed, religion, national or ethnic origin, political opinion, age, sexual orientation, disability or any other reason which is not directly related to scientific merit. Harassment, sexual or otherwise, is strictly forbidden under any circumstances. Violators of this code of conduct may be expelled from IAPS.

### **Definition of Sexual Harassment**

Any unwelcome sexual advances, requests for sexual favours, or any other unwelcome verbal or physical conduct of a sexual nature is considered sexual harassment. Language and/or behaviour which may be welcome and/or acceptable to one person may well be unwelcome and offensive to others. Individuals must therefore use their own discretion to ensure that they are respecting the wishes of other people.

Occasional compliments of a socially acceptable nature are not considered sexual harassment. Sexual harassment refers to personally offensive behaviour which can include, but is not limited to, unwanted sexual flirtations, advances or propositions; verbal comments or physical actions of a sexual nature; sexually degrading words aimed at an individual; a display of sexually suggestive objects or pictures; inappropriate exposure; sexually explicit jokes or unwanted, unnecessary touching.

### **Definition of Other Harassment**

Harassment of any kind is also strictly forbidden. Any epithets, slurs or negative stereotyping; threatening, intimidating or hostile behaviour; inappropriate jokes; display of written or graphic

material which shows hostility or aversion toward any individual or group; or any other behaviour which is unacceptable; will be considered harassment and will not be tolerated.

### **Reporting an Incident**

Should an incident which violates this code of conduct occur, a report should be made to either the President of IAPS or the Secretary of IAPS. Should there be reason for concern regarding reporting to the aforementioned officers, a report can be made to any member of the executive committee. Such officers will not be expected to communicate with the alleged offender regarding the situation but rather the complaint will be treated seriously and investigated promptly by the appropriate people. Prior to reporting, it is advised that times, places, nature of the incident and any comments made are written down and any evidence (emails, notes etc.) is saved. It is also advised that the appropriate advice is sought before, during and after the reporting process. Confidentiality will be honoured to the extent desired by the reporter unless the rights of others may be compromised