

## *Interact* 2019 Code of Conduct

We value the participation of everyone at *Interact* and want it to be fulfilling and enjoyable for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age or religion. We will not tolerate harassment in any form.

Registration to *Interact* 2019 indicates that you are willing to abide by this Code of Conduct. This is a private meeting and admission is at the discretion of the organisers.

Participants are expected to adhere to the following guidelines at all times:

1. **Act respectfully.** Harassment and sexist, racist, or exclusionary comments or “jokes” are not appropriate at any time (including lunches and social events). Harassment includes verbal or physical abuse, offensive comments, sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent.
2. **Behave professionally.** *Interact* 2019 should be a safe, comfortable, and professional environment. Participants should be courteous with the opinions of others and be mindful not to exclude anyone from discussions or work-related activities.
3. **Communicate appropriately.** All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual, sexist or other pejorative and exclusionary language and imagery is not appropriate. Delegates must also ensure that they conduct safe, professional and appropriate online behaviour. The symposium organisers will treat unacceptable “electronic behaviour”, through social media and other means, in the same way as it would treat other unacceptable behaviours.
4. **Work collaboratively.** The diversity of our colleagues’ backgrounds is an asset. We’re all here to learn, share, and contribute. Fresh perspectives should be valued along with the voices of experience.

Individuals asked to stop any inappropriate behaviour are expected to comply immediately. Anyone violating these rules may be asked to leave the symposium at the discretion of the organisers. Any participant who wishes to report a concern or violation of this policy is asked to speak confidentially to the symposium organisers. An anonymous reporting form will be available here and should be sent to the organisation the delegate feels most appropriate:

SEPnet - [outreach@sepnet.ac.uk](mailto:outreach@sepnet.ac.uk)

IOP - [engagement@iop.org](mailto:engagement@iop.org)

STFC - [publicengagement@stfc.ac.uk](mailto:publicengagement@stfc.ac.uk)

RAS - [skanani@ras.ac.uk](mailto:skanani@ras.ac.uk)

RSC - [katayune.presland@manchester.ac.uk](mailto:katayune.presland@manchester.ac.uk)

Ogden Trust – [amnah.khan@ogdentrust.com](mailto:amnah.khan@ogdentrust.com)

UCLAN - [RWWalsh@uclan.ac.uk](mailto:RWWalsh@uclan.ac.uk)

Thank you for helping to make *Interact* 2019 a welcoming, respectful and supportive environment for all.

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.