

Samadhan Code of Conduct

We are committed to providing a welcoming, friendly, supportive, safe and professional environment for all participants our events, regardless of age, background, belief, disability, ethnicity, race, religion, gender, identity, national origin, sexual orientation or other protected characteristics.

This code of conduct applies before, during and after our events, and in all physical and virtual spaces.

Our expectations

- By attending our meetings and activities, attendees agree to comply by our Code of Conduct and accept the process for handling any Code of Conduct violations.
- Please be respectful to everyone. We expect that all attendees and presenters will do their share to make sure that everyone has a secure and pleasant day.
- When registering, as well as during attendance and participation sessions, where necessary, provide your genuine professional identity, affiliation, and, where applicable, contact information.

Behaviours we encourage

- Use of welcoming and inclusive language
- Showing respect for different viewpoints and experience
- Accepting constructive criticism with grace
- Make space for others to speak and ask questions
- Appreciate that people will have different skill, levels of knowledge and expertise – be patient

Unacceptable behaviour

- Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech/actions.
- Harmful or prejudicial verbal or written comments or visual images related to age, background, belief, disability, ethnicity, race, religion, gender, identity, national origin, sexual orientation or other personal characteristics, including those protected by law.
- Inappropriate use of sexual language or imagery.
- Real or implied threat of professional or financial damage or harm.
- Inappropriate disruption of meetings or events.
- Photographing, video or audio recording of slides, oral or poster presentations without presenter/author's permission.

Reporting incidents

If you believe someone is violating the code of conduct, please report this to the organizing committee.

Resolution of incidents

Incidents will be reviewed and if the code of conduct has been violated, the actions we take could include:

- Educating the person as to the consequences of their actions.
- Removal from the meeting or event.
- Restrictions from future meetings and events.
- Removal from mailing list or positions on committees or working groups.