

ExtreMe Matter Institute EMMI

GSI Helmholtzzentrum für Schwerionenforschung
Darmstadt



EMMI Events - Code of Conduct

The ExtreMe Matter Institute EMMI at the GSI Helmholtzzentrum für Schwerionenforschung, Darmstadt, funds and organizes scientific meetings of various formats, including workshops, Rapid Reaction Task Force (RRTF) meetings, programs etc.

It is the policy of EMMI that all participants, including attendees, speakers, award recipients, volunteers, staff, contractors and all other stakeholders at EMMI meetings, will conduct themselves in a professional manner contributing to the advancement of science. Creating a constructive environment to enable respectful exchanges is the responsibility of all participants, which excludes any form of discrimination, harassment or retaliation.

Participants will avoid any inappropriate actions or statements based on characteristics such as age, race, ethnicity, religion, sexual orientation, gender identity or expression, marital status, nationality, political affiliation, ability status, physical appearance, educational background or any other characteristics protected by anti-discrimination law. Unprofessional or harassing behaviour of any kind will not be tolerated. Unprofessional conduct includes inappropriate behaviour during the conference sessions as well as outside the session rooms on the conference site. Harassment includes sustained disruption of talks or other events, inappropriate or intimidating behaviour and language, unwelcome jokes or comments, unwanted touching or attention, offensive images, photography without permission, and stalking.

Victims will be given the possibility of reporting all cases in a safe and protected way. They are encouraged to report cases urgently. If you experience or witness bullying, discrimination, or harassment, you are encouraged to immediately inform the individual that his/her comments and/or behaviour are unwelcome. However, direct confrontation with a person engaged in offensive behavior may not be possible or advisable in every situation. In this case you should report the incident to the organizers of the meeting or the EMMI Management.

You are also invited to write down as many relevant details as you can recall (e.g., names, dates, times, locations, behaviour or statements made, etc.), which can be helpful in assisting any future investigation of the incident.

To ensure a fair and complete investigation, anonymous reports cannot be accepted. However, the organizers of the meeting and the EMMI Management will preserve confidentiality of the author's report, except where doing so would compromise another person's rights or impair a thorough investigation.

Upon receiving a report of misconduct, the organizers will mandate a prompt investigation. This may include speaking with the reporting individual and/or alleged victim, and/or (provided their consent) speaking to potential witnesses and the alleged offender. The organizers of the meeting or the EMMI Management may seek other legal or professional advice prior to any follow-up action. Sanctions may range from verbal warning, ejection from the meeting without refund,

withdrawal of financial support provided by EMMI, to notifying appropriate authorities. Retaliation for complaints of inappropriate conduct will not be tolerated.

The present Code of Conduct will be brought to the attention of all participants of EMMI events.

[This code is adapted based on the Code of Conduct of the [EPS](#).]