

EVN mini-symposium code of conduct

The organizers and the hosting institutes for this meeting are dedicated to providing a harassment-free environment for everyone. This is regardless of gender, sexual orientation, disability, physical appearance, race, age, political opinion or religion or any other aspect, which can lead to harassment. We do not tolerate harassment in any form.

All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual language and imagery should not be used at any time. This applies to presentations and posters, but also to general conduct and online interactions on any platform.

Be kind to others. Do not insult or put down others. Behave professionally. Remember that harassment and sexist, racist, or exclusionary jokes are not appropriate.

Anyone violating this code may be asked to leave. For conference attendees, this is at the discretion of the conference organisers. In all cases, representatives from the SOC/LOC will hear both parties involved on the shortest possible notice. Based on the outcome, further actions may be taken.

Reporting violations of the code of conduct

Conference attendees can report to the following organizers by e-mail or direct message in the conference Discord server:

- [Denise Gabuzda](mailto:d.gabuzda@ucc.ie) (SOC/LOC chair, University of Cork): d.gabuzda@ucc.ie
- [Ilse van Bemmel](mailto:bemmel.ombuds@gmail.com) (LOC, JIVE): bemmel.ombuds@gmail.com
- [Benito Marcote](mailto:marcote@jive.eu) (LOC, JIVE): marcote@jive.eu

This code of conduct is based on the Dwingeloo code of conduct, which follows from one originally designed for an astronomy conference in London, adapted 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](#).