Bioarchaeology Early Career Conference Code of Conduct

The Bioarchaeology Early Career Conference is dedicated to providing a harassment-free event experience for everyone, regardless of age, gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, nationality, race or religion. We expect our attendees to contribute to a professional and respectful atmosphere. All attendees, speakers, exhibitors, organisers, and volunteers are required to comply with the Bioarchaeology Early Career Conference Code of Conduct both at the conference and during conference-related activities. Organisers and volunteers will enforce this code throughout the event to ensure a safe, inclusive, and welcoming environment for everyone.

===[Expected conduct]===

All participants, including attendees, speakers, exhibitors, organisers and volunteers, are expected to:
+Treat each other with respect and consideration, valuing a diversity of views and opinions
+Behave in a professional manner
+ Communicate openly, critiquing ideas rather than individuals
+ Be kind to others, do not insult or put down other attendees
+ Be polite and respectful in online chats
+ Respect the policies of the online platform
 + Ask for explicit consent from the speaker and organiser prior to publishing presentation recordings or video clips on any kind of media or platform (e.g. archaeological/scientific publications, social media or conference websites). Posting (a few) slides (or parts thereof) on social media (e.g. Twitter, Facebook, Instagram etc) helps promote scientific discussion and is permitted unless the speaker indicates at the beginning of their talk that they are not comfortable with that.

===[Unacceptable behaviour]===

Inappropriate behaviour and harassment of conference participants in any form will not be tolerated. These include but are not limited to:
+ Offensive verbal comments related to gender, age, sexual orientation, disability, physical appearance, body size, race, national origin or religion
+ Inappropriate use of sexual language, nudity and/or sexual images in public spaces or in presentations
+ Deliberate intimidation, stalking, following, bullying, discrimination, photography or recording without consent
+ Sustained disruption of talks or other contents

+ Unwelcome sexual attention
+ Trolling
+ Sharing connection information to the platform with non-registered people. When connecting to the platform, all attendees should use their own name, and not attempt to misrepresent themselves in any way
+ Copying, redistributing or using data from presentations without permission from the authors
+ Unauthorised access or malicious changes to the conference website, conference hosting tools or any related systems

===[Enforcement]===

Participants asked to stop any inappropriate behaviour are expected to comply immediately. Anyone violating these rules may receive a written warning or be asked to leave the event at the sole discretion of the organisers without a refund of any charge. Appropriate legal action will be taken against violators where applicable. If a participant engages in harassing behaviour, event organisers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from the conference with no refund or further access. We expect participants to follow these rules at all virtual event venues and event-related social activities.

===[Reporting an incident or misconduct]===

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the conference staff immediately via the Helpdesk or report anonymously via the incident form. Any reports will be handled in the strictest confidence.

===[Attributions]===

This code of conduct is based from a variety of existing code of conducts (see list below) including Csiro "Future of Meetings", held in Australia in September 20202, the Geek Feminism wiki, created by the Ada initiative and other volunteers, and the "London code of conduct" originally designed for the conference "Accurate Astrophysics. Correct Cosmology", held in London in July 2015, and adapted with permission by Andrew Pontzen and Hiranya Peiris from a document by Software Carpentry. Both are released under a Creative Commons Zero licence for reuse. +

https://geekfeminism.wikia.org/wiki/Conference_anti-harassment + https://github.com/apontzen/london_cc + https://www.thedesignconference.com.au/code-of-conduct + https://goldschmidt.info/2020/codeOfConduct + https://www.agu.org/Plan-for-a-Meeting/AGUMeetings/Meetings-Resources/Meetings-code-of-conduct + https://eas.unige.ch/EAS2020/codeconduct.jsp