

CODE OF CONDUCT

The SFBI strives to maintain an environment where science and scientific careers can flourish through respectful, inclusive, and equitable treatment of all. It is committed to providing a safe place for its members and participants, whether they are members or not. As a matter of principle, the SFBI rejects all forms of discrimination and harassment based on criteria such as ethnic or national origin, gender identity, disability, physical appearance, age, religion, citizenship, language, political opinions, or economic situation. In addition, the SFBI opposes all forms of bullying, including coercive, humiliating, intimidating, or threatening behaviors that harm, impede, or sabotage scientific activities and careers. Discrimination, harassment (in all its forms) and bullying create a hostile environment, reducing the quality, integrity and pace of scientific progress by marginalizing individuals and communities. It also harms productivity, career advancement, and prevents a healthy exchange of ideas.

Each volunteer, presenter, participant, and sponsor of JOBIM is required to respect this charter. The organizers of JOBIM will ensure that it is applied throughout the conference, to ensure a safe environment for all.

This policy applies within the conference grounds as well as at all conference-related activities (including events and on all social media channels).

Participants agree to :

- Be considerate in their speeches and actions, and respect the boundaries of other participants.
- Refrain from any degrading, discriminatory, or harassing behavior or speech. Harassment includes, but is not limited to :
 - Stealthy hunt (stalking)
 - Deliberate intimidation
 - Unwanted photo taking or recording
 - Production of discriminatory images or text
 - Prolonged or deliberate disturbance of presentations or other events
 - Use of sexual or discriminatory images, comments or jokes
 - Offensive comments related to sexual orientation, disability, physical appearance, height, ethnic origin, or religion
 - Inappropriate physical contact (including non-consented physical contact)
- Notify a member of the organization or SFBI if they notice a dangerous situation, a person in distress or a violation of this Code of Conduct, even if it seems unimportant.

Participants who engage in acts of harassment may be sanctioned in the manner deemed appropriate by the organizing team. This may include a formal warning to stop their behavior, expulsion from the conference without refund, or even reporting to their employer depending on

the severity. If an act of harassment takes place during a presentation (oral, poster or otherwise), it may be interrupted or withdrawn in addition to the sanctions mentioned.

A harassment warning must result in the immediate end of the inappropriate behavior, even if it was intended to be friendly or humorous.