

## **Code of Conduct**

(Agreed by ISA Executive, February 11<sup>th</sup> 2022).

As a professional society and membership body, the Irish Statistical Association (ISA) is committed to providing an atmosphere that encourages the free expression and exchange of ideas. Consistent with this commitment, it is the policy of the ISA that all participants in ISA activities and events should enjoy a welcoming, courteous and respectful environment, free from discrimination, harassment, confrontation or retaliation.

All participants in ISA activities also agree to comply with all rules and conditions of this policy which applies to all participants, including but not limited to all ISA related committee meetings, event and meeting attendees, students, guests, staff, contractors, exhibitors, scientific sessions and official social events, social media exchanges using event hashtags, or any other activity carried out in the name of the ISA whether online or in-person.

All individuals must behave responsibly in any ISA activities in which they participate, as well as respectfully to fellow attendees. Threatening physical or verbal actions and disorderly or disruptive conduct will not be tolerated. Harassment, including verbal comments relating to gender, sexual orientation, disability, race, ethnicity, religion, age, national origin, gender identity or expression, or sexual images in public spaces, deliberate intimidation, stalking, unauthorised or inappropriate photography or recording, inappropriate physical contact, and unwelcome sexual attention, will not be tolerated. All individuals participating in ISA activities must comply with these standards of behaviour.

Nothing in this policy shall be construed as a restriction on the ability of participants to constructively critique one another's work.

### **Reporting violations at an event or activity**

In the first instance violations should be reported to the organiser of the activity, or (if present) an officer of the ISA executive. When taking a personal report, the organiser(s) will ensure the complainant is safe and cannot be overheard. This may involve other organisers or venue staff to ensure your report is managed properly. The meeting organiser(s) will help the complainant contact venue security, local police, and support services as appropriate and help to ensure their safety for the duration of the event/activity.

### **Action against policy violations**

Participants at the meeting/event who are asked to stop behaviour in breach of this policy are expected to comply immediately.

If a participant engages in unacceptable behaviour, the activity organiser(s) retain the right to take any actions to maintain a welcoming environment for all participants. This includes issuing verbal warnings and the removal or denial of access to the meeting/ activities without refund of any applicable registration fees or costs.

### **Reporting violations to the Society**

All violations of the policy, including information about removals and denials of access, will be reported to the ISA Executive by the organiser. The organiser will establish if the complainant wishes to make a formal complaint or is content with the action taken to resolve the behaviour. If a complainant does not wish to pursue the formal procedure route, the complaint will be logged as indicated above.

If the complainant wishes to make a formal complaint, they will be advised of the procedure: formal complaints about the behaviour of individuals should be submitted to the ISA Executive. Sanctions may include a ban from future events and/or activities and a serious breach could lead to expulsion from the Association. An appeal against the decision can be made to the ISA President.

This document is adapted from <https://rss.org.uk/about/policy-and-guidelines/rss-activity-and-event-conduct-policy/>