



ASTRODAT Code of Conduct

Expectations for Conduct at ASTRODAT

ASTRODAT is a community workshop intended for networking and collaboration. We value the participation of each member of our small community and want all attendees to have an enjoyable and fulfilling experience. Accordingly, all attendees are expected to show respect and courtesy to other attendees throughout the workshop.

All delegates, attendees, speakers, exhibitors, organisers and volunteers at any ASTRODAT event are required to conform to the following Code of Conduct, based on that produced for [NAM2023](#), and in alignment with the [ESA Code of Conduct for Workshops](#), and the Durham University code of conduct. The organisers are committed to enforcing this code throughout the event, and any decision taken by the organisers in respect of it is final.

Code of Conduct

The organisers of ASTRODAT are dedicated to providing a harassment-free workshop for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or nationality.

All participants are expected to follow these guidelines:

- All participants are expected to behave professionally and to be respectful - **critique ideas, not people**.
- All **communication should be appropriate** for a professional audience including people of many different backgrounds.
- In particular, **sexual language and imagery is not appropriate during any workshop activity**, including during any informal social gatherings outside the official programme.
- Participants may share the contents of talks/slides via social media **unless speakers have asked that specific details/slides not be shared**. If participants wish to share photos of a speaker on social media, it is strongly recommended that they first get the speaker's permission.

We will not tolerate harassment of workshop participants in any form. Workshop participants violating these rules may be sanctioned or expelled from the workshop without a refund at the discretion of the workshop organisers.

Harassment includes, but is not limited to:

- Written or verbal comments which have the effect of excluding people on the basis of membership of any specific group, such as (but not limited to) gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion or nationality. This includes sexist, racist, homophobic, transphobic, ableist, or exclusionary jokes.
- Comments made, either through speech or chat on any meeting-related online platform (including social media), that are exclusionary, derogatory, or threatening toward another participant or community.
- Sexual language and imagery.
- Violent threats or language directed against another person, including incitement to violence, suicide, or self-harm.

- Deliberate intimidation, stalking, or following.
- Harassing photography or recording.
- Continuing to initiate interaction (including photography or recording) with someone after being asked to stop.
- Sustained disruption of talks or other events.
- Unwelcome sexual attention.
- Advocating for, or encouraging, any of the above behaviour.

Should a participant witness behaviour they suspect may be unprofessional or inappropriate, it is recommended that they approach the affected person as soon as possible to support and help them. The witness can encourage the affected person to report the unprofessional or inappropriate behaviour as described below, but should be guided by the affected person on their preferred course of action.

Enforcement

All ASTRODAT participants, including exhibitors and guests, are subject to the anti-harassment policy. If an individual is made aware that they are contravening these guidelines or making participants uncomfortable, they are expected to desist immediately.

The ASTRODAT organisers retain the right to take any actions to maintain a welcoming environment for all participants. This includes warning the offender, at the sole discretion of the organisers, or expulsion from the conference with no refund.

The ASTRODAT organisers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

We expect participants to follow these rules at all event venues and social activities, whether organised by the workshop or informally by other participants.

Reporting Violations of the Code of Conduct

To report a violation of the ASTRODAT Code of Conduct, please email the LOC at astrodatworkshop@gmail.com and ensure your email subject line contains the phrase “Code Violation” to help expedite a response. Alternatively, speak to one of the co-chairs of the ASTRODAT workshop, Bron Reichardt Chu or Max von Wietersheim-Kramsta. To report a violation anonymously, please [fill out this form](#). We will monitor the reporting channels and aim to respond to any issues as quickly as possible.

