

EASAC Code of Conduct for Meetings

The European Academies' Science Advisory Council (EASAC) is dedicated to fostering a safe and productive meeting environment that enables open dialogue and the exchange of ideas, promotes equal opportunities and treatment for all participants, and upholds a culture devoid of harassment and discrimination. All participants at EASAC meetings are expected to treat each other with respect, contribute constructively to discussions, and report any safety concerns or individuals in distress or requiring help to the EASAC Secretariat.

EASAC events are designed to facilitate constructive dialogue and debate on science and policy-relevant matters in a manner that is respectful, equitable, and acknowledges the variety of perspectives of EASAC outputs, ideally aiming at reaching a consensus on the findings and conclusions. Participants, including speakers, attendees, staff, volunteers, guests, and any other third-party participants or suppliers involved at any level of activity at EASAC meetings – in-person or online – are expected to maintain the highest standards of scientific integrity and professional conduct. Participants are expected to declare any potential conflicts of interests and avoid situations that might give rise to perceptions of conflicts of interest, ensuring transparency and impartiality, and fostering an environment conducive to fair decision-making.

The following represent examples of types of behaviors that are considered unacceptable at EASAC events:

- Deliberately interrupting or talking over others.
- Engaging in biased, demeaning, intimidating, coercive, harassing, or hostile conduct or commentary based on any individual's characteristics or background (such as sex, gender identity or expression, sexual orientation, race, ethnicity, national origin, religion, marital status, veteran status, age, physical appearance, disability, power differential, or other identities).
- Making personal attacks.
- Retaliating against those who report conduct concerns or participate in conflict resolution processes.
- Disrupting the event or engaging in any form of harmful behavior or threats.
- Recording and/or distributing audiovisual content of the event without authorization.
- Sharing photographs of participants, presentations, and/or materials without permission.
- Engaging in any of the above behaviors on social media platforms related to the event.

For in-person, virtual, and hybrid events, participants must adhere to these guidelines across all platforms and forms of interactions. EASAC reserves the right to remove individuals from any event without prior warning or prohibit their attendance at future EASAC activities.

Reporting Misconduct

Individuals who experience or witness harassment or misconduct are encouraged to file a confidential report by contacting secretariat@easac.eu or by approaching a staff member of the EASAC Secretariat (at or after the meeting).

It is recommended that individuals affected by such incidents document the details for their records without engaging with the offending party. Confidentiality will be maintained to the extent that it does not compromise the rights of others.