Meeting Code of Conduct

MACSYS expects that its members and all participants in Centre activities can enjoy an environment that is free from discrimination and harassment. MACSYS is committed to making its meetings and events productive and enjoyable for everyone, regardless of race, gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, ethnicity, religion (or lack thereof), or technology choices. We will not tolerate harassment in any form. Offensive language and imagery are not appropriate for any of our events, including talks, workshops, parties and social functions, and online media.

This Meeting Code applies to all participants at MACSYS run and endorsed meetings or activities.

All participants should follow these guidelines.

- **Behave professionally -** Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment includes, but is not limited to, sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It includes offensive comments related to issues including race, gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, ethnicity, religion (or lack thereof) or technology choices.

- **Communication should be appropriate for a diverse audience -** All communication should be appropriate for a professional audience, including people of many different backgrounds. Sexual or sexist language and imagery are not appropriate.

- **Be considerate and respectful to others -** Do not insult or put down other attendees. Critique ideas rather than individuals.

We ask that all participants internalise the Centre's mission of 'Excellence through Diversity'. We are stronger for our diversity, and it is by harnessing our different perspectives that we will succeed. MACSYS is first and foremost about people. In our dealings with each other we will assume positive intent, in the full knowledge that we will sometimes get it wrong. But when we do, we will be willing to learn to do better and if necessary, act to protect our people.