

ESRS Code of Conduct for Events

1. Core Values

ESRS is committed to promoting **rigorous science** as well as fostering **equality, diversity, and inclusion**. **All members are welcomed** and expected to treat one another with **respect** and professionalism.

This commitment to respect and inclusion applies to all interactions, whether **in person or in digital spaces**, including social media and other online platforms.

2. Scientific Integrity

Research Standards

All presented research must meet the highest standards of **scientific integrity**. Any form of scientific misconduct, such as fabrication, falsification, or plagiarism will not be tolerated.

Artificial Intelligence Transparency

Any use of **generative artificial intelligence** must be disclosed, along with a thorough description of how it was employed, for example, by providing examples of the used prompts.

Content Sensitivity and Neutrality

Presenters are encouraged to maintain a **neutral, evidence-based** scientific approach and **avoid politically charged messaging**.

Trigger warnings should be provided when presenting sensitive or potentially distressing material.

3. Behaviour Standards

Unacceptable behaviour includes:

- **harassment**, including intimidation, unwanted physical contact, sexual advances, or offensive comments;
- **discrimination** based on gender identity and expression, sexual orientation, age, race, ethnicity, nationality, language, physical or cognitive ability, marital status, religion political beliefs, or any other aspect of an individual's social identity or group membership;
- **aggressive or disruptive behaviour**, including swearing, speaking aggressively, or using status or authority to intimidate others;
- **unauthorized documentation**, including taking photos or videos of individuals or their scientific material without explicit consent;
- **abuse and/or misuse of alcohol or any other substance** that compromises individual conduct or behavioural control;
- **damage or destruction of organisation or individual property**;

- any illegal conduct that could be prosecuted;

Session Chairs are responsible for upholding **respectful, inclusive** scientific discussions and ensuring equitable speaking time. Questions and debates must remain **professional and behaviour that in context is clearly unwelcome or uncomfortable to others must be managed immediately**.

4. Reporting and Consequence

Violations should be reported promptly using the **Code of Conduct Report Form strictly confidential**, and individuals have the option to submit reports anonymously, if preferred, though this may limit investigative capabilities. ESRS does not tolerate retaliation against individuals who report violations, raise concerns, or act as witnesses **in good faith**.

ESRS Equality, Diversity and Inclusion Committee (EDIC) and Board will assess all reports fairly, giving all parties involved an opportunity to be heard. An appeal process is available if required.

Reasonable and appropriate actions will be taken to both protect the affected individuals and maintain a safe, respectful and professional environment for all participants. **Depending on the severity and nature of the violation**, actions may range from warnings and administrative sanctions to exclusion from the current event or permanent bans from future ESRS events.

5. Glossary of terms:

- *Equality*: Ensuring that everyone is given the same access to opportunities, resources and support.
- *Diversity*: Ensuring the presence and recognition of differences in identity, background, experience and perspective (including but not limited to gender, age, race, ethnicity, ability, socioeconomic status, religion, sexual orientation).
- *Inclusion*: Proactively creating environments where all voices feel respected, valued, supported and empowered to participate and contribute to our scientific and academic space.

6. Acknowledgments

The current draft is inspired by [Code of Conduct for Gordon Research Conferences and Seminars](#) and [Conference Policies from the Alzheimer's Association International Conference \(AAIC\)](#).