

International Glaciological Society (IGS)

Meeting Code of Conduct¹

Guidelines Passed by Council on 13 July 2024

The IGS opposes discrimination or harassment based on such factors as gender, disability, sexual orientation, race, ethnic origin, nationality, religion or age. The IGS has drawn up a document detailing the 'Core Values' and the 'Scientific Code of Conduct' of the Society (see <https://www.igsoc.org/about/our-values>) by which all members are expected to abide in accordance with the Constitution of the IGS. All attendees of IGS meetings have a role to play in creating an inviting and harassment-free environment through their own behaviour and by discouraging harassment and discrimination by others.

Guiding Principles:

- IGS meeting organisers shall strive to create a welcoming and inclusive environment that optimises the professional exchange of information and cultivates a positive experience for all.
- IGS meeting attendees shall be considerate, respectful and collaborative, avoiding personal attacks directed toward other attendees, the local organisers or guests.
- IGS meeting attendees shall communicate respectfully with others, be open to a diversity of views and clearly direct critiques at ideas rather than at individuals.

Unacceptable Behaviour:

- Discrimination, harassment or intimidation. The local organisers shall take actions deemed necessary and appropriate (see below) in response to unacceptable behaviour. This may include removal of an offending individual from the meeting with or without prior warning, and without refund.
- Recording or taking photographs of another individual's presentation when a preference for no photographs/recordings has been expressed.
- Disruption of presentations, award ceremonies or social events.

Reporting Unacceptable Behaviour

- A designated event Person of Trust is identified on the meeting website and assigned to work with the IGS Ethics Committee to deal with complaints against individuals that arise during the meeting and associated social events.
- The IGS shall defer to law enforcement professionals and the legal system when circumstances warrant their involvement.
- Subjects of or witnesses to unacceptable behaviour that violates the guiding principles of professional and respectful conduct can notify the designated event Person of Trust and/or one of the meeting organisers, and/or the IGS Complaints Officer (<IGS.Complaints.Officer@igsoc.org>).

¹ Draft based on IUGG-Berlin 2023 Code of Conduct: <https://www.iugg2023berlin.org/iugg-code-of-conduct-policy/>

- All reports and associated documentation will remain confidential, following the IGS Complaints Handling Procedure (<<https://www.igsoc.org/wp-content/uploads/2024/08/Complaints-handling-procedures.pdf> >).

Addressing Unacceptable Behaviour

- The session Chair(s) shall take immediate action in the event that unacceptable behaviour disrupts a scientific session. If the situation deteriorates, the Chair(s) shall direct the offender to leave the room.
- If any form of harassment occurs (e.g., during social activities or informal gatherings), the affected individual and/or witness(es) should report the misconduct to the event Person of Trust and/or one of the meeting organisers without delay, and in all cases before the end of the meeting. The affected individual has the option to pursue a formal complaints procedure, as outlined in the IGS Complaints Handling Procedure (<<https://www.igsoc.org/wp-content/uploads/2024/08/Complaints-handling-procedures.pdf> >).
- The event Person of Trust shall prepare written confidential notes describing the incident. The event Person of Trust shall consult with the complainant about whether and how to proceed with further investigation (e.g., soliciting witness statements) in a manner that respects privacy and other concerns.
- In cases where immediate action is deemed warranted, the event Person of Trust shall work with the meeting organisers to provide an opportunity for the alleged offender to respond to the allegation.
- The IGS Ethics Committee is charged with investigating complaints in a timely fashion, enforcing sanctions and handling appeals, as described in the IGS Complaints Handling Procedure (<<https://www.igsoc.org/wp-content/uploads/2024/08/Complaints-handling-procedures.pdf> >).