

# Event Code of Conduct

Finnish Inverse Problem Society

2024 – Version 0.1

The mission of the Finnish Inverse Problems Society (Suomen inversioseura ry), hereafter FIPS, is to promote research activities within the field of inverse problems in Finland and maintain and improve the connections between the various research groups working in this area. We foster a welcoming community that treats its participants equally regardless of an individual's characteristics and engages in respectful and tolerant dialogue with our members, partners, collaborators, academia, and the society at large.

## 1 Our pledge

We as participants and organisers in FIPS events pledge to make participation a harassment-free experience for everyone regardless of nationality, ethnicity, religion, race, colour, age, body size, visible or invisible disability, sex characteristics, gender identity and expression, level of experience, education, socio-economic status, personal appearance, colour, sexual identity and orientation, or any other characteristic or identity factor.

This Code of Conduct outlines our expectations for all participants of our events, including event organisers, and describes consequences for unacceptable behaviour during the events.

## 2 Our standards for participants and organisers

The following behaviours are expected and requested of all community members:

- Contribute to the mission, health, and longevity of this community by participating in an authentic and active way.
- Exercise consideration and respect in your communication and actions.
- Be open to feedback and constructive criticism. Strive for collaboration before conflict.
- Be mindful of your surroundings and be respectful to others in the same event venue, be they fellow participants, staff, or members of the public.
- Alert the organisers if you notice a dangerous situation, someone in distress, or violations of this code of conduct, even if the situation seems inconsequential.

The following are examples of behaviours that are unacceptable within our community:

- Violence, threats of violence, or violent language directed against another person or group of persons
- Deliberate intimidation, stalking, or threatening behaviour
- Inappropriate or other unwelcome physical contact
- Unsolicited verbal comments about gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, or any other characteristic or identity factor
- Sustained disruption of talks or other events
- Unsolicited photography or recording
- Other conduct which could reasonably be considered inappropriate in a professional setting
- Advocating for, or encouraging, any of the above behaviour

Any behaviour which is reported to the organisers or the FIPS Board of Governors will be investigated and may result in consequences.

### **3 Consequences of unacceptable behaviour**

Anyone asked to stop unacceptable behaviour is expected to comply immediately, whether the request is from a participant, an organiser, or a member of the public.

Unacceptable behaviour can lead to any action deemed appropriate by the organisers, up to and including a ban from the current and future events, without a refund.

### **4 Reporting Guidelines**

If you witness or are subject to unacceptable behaviour, or have any other concerns, please notify the event organisers. Reporting can be done in several ways:

#### **4.1 Anonymous report**

An anonymous webform for reporting unacceptable behaviour will be provided at the FIPS website and on the event-specific dedicated site if such has been set up. While we cannot follow up an anonymous report with you directly, we will fully investigate every report and take whatever action is necessary to prevent a recurrence.

## 4.2 Personal report

You can make a report to the event’s dedicated misconduct officer (häirintäyhdyshenkilö) or directly to FIPS (see the section ”Contact information”). When making a personal report, we will take steps to ensure you are safe and cannot be overheard. We may need to involve other event staff to ensure your report is managed properly. Once safe, we’ll ask you to tell us about what happened. This can be upsetting, but we’ll handle it as respectfully as possible, and you can bring someone to support you.

You will not be asked to confront anyone, and we will not disclose your identity to any third parties without your permission.

## 5 Addressing grievances

If you feel you have been falsely or unfairly accused of violating this code of conduct, you should notify the FIPS President or the Board of Governors (see the section “Contact information”) with a concise description of your grievance. We take false reporting incidents seriously.

## 6 Contact information

- FIPS President: Professor Samuli Siltanen / samuli.siltanen@helsinki.fi
- FIPS Board of Governors: <https://fips.fi/board-of-governors/>

Please contact the Secretary of the Society in case of any issues with this code of conduct, its implementation, or for suggestions for improvement.