

IAP Code of Conduct

The InterAcademy Partnership (IAP) is committed to providing a safe and productive meeting environment that fosters open dialogue and the exchange of scientific ideas. IAP promotes equal opportunities and treatment for all participants and is committed to the principles of diversity, inclusion, integrity, civility, and respect in all of our activities. All forms of discrimination, harassment, and bullying are prohibited in any IAP activity including in-person, virtual, and hybrid events.

This policy applies to all participants in all settings and locations in which IAP work and activities are conducted, including committee meetings, workshops, conferences, and other work and social functions where IAP staff, volunteers, sponsors, vendors, or guests are present. We look to you to be a partner in this commitment by helping maintain a professional and cordial environment.

Discrimination is defined as prejudicial treatment of individuals or groups of people based on their race, ethnicity, color, national origin, sex, sexual orientation, gender identity, age, religion, disability, or any other characteristic protected by applicable laws.

Harassment includes any verbal or physical conduct directed at individuals or groups of people because of their race, ethnicity, color, national origin, sex, sexual orientation, gender identity, age, religion, disability, or any other characteristic protected by applicable laws, that creates an intimidating, hostile, or offensive environment. Sexual harassment is unwelcome sexual advances, requests for sexual favors, other verbal or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment, as well as those situations in which the work or study environment is made intimidating or offensive as a result of actions that are gender-based.

Bullying is unwelcome, aggressive behaviour involving the use of influence, threat, intimidation, or coercion to dominate others in the professional environment.

The following represent examples of types of behaviours that will not be tolerated during IAP events:

- Intentionally talking over or interrupting others.
- Engaging in biased, demeaning, intimidating, coercive, harassing, or hostile conduct or commentary, whether seriously or in jest, based on 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.
- Threatening or stalking any attendee, speaker, volunteer, exhibitor, staff member, service provider, or other individual.
- Engaging in personal attacks of any kind.
- Commenting on personal appearance.
- Retaliating against reporting of conduct concerns or assisting in conflict resolutions.
- Displaying or distributing images or recordings involving provocative behaviour, bigotry, sexual advancements, or physical force to another individual.

All participants of IAP events or IAP-sponsored activities are required to conform to the IAP Code of Conduct as well as the Code of Conduct of their own institutions. All reports of misconduct will be taken seriously by IAP, investigated, and appropriate remedial action will be taken. IAP reserves the right to remove an individual from the event or activity without warning or refund, prohibit attendance at future IAP meetings, and notify the individual's employer/institution.

Reporting incidents of potential misconduct

The IAP Board appoints at least two members to serve as ethics officers. IAP ethics officers will be designated by a badge at IAP in-person events. The ethics officers are charged with reviewing and adjudicating allegations of misconduct occurring within the context of IAP events or IAP-sponsored activities, in an effort to seek the truth as a neutral designee. Incidents involving non-IAP participants generally fall outside the purview of the IAP Code of Conduct and IAP disciplinary action but may result in restrictions to participation in IAP activities or events.

Concerns and complaints of misconduct can be presented to the ethics officers, to any IAP officer, or reported anonymously online here: <https://airsys.link/org/IAP> (use PIN 01993). Before action can be taken by the ethics officers, allegations must be presented in writing to them or reported anonymously online by the victim or an observer of alleged misconduct occurring within the context of IAP events or IAP-sponsored activities. Note that while IAP will keep track of anonymous reports, we cannot take action on a single anonymous report without further corroboration. IAP will report incidents to law enforcement when required by law. IAP will strongly consider reporting all incidents involving serious criminal misconduct to law enforcement.

IAP will make all reasonable efforts to protect the privacy of the individuals involved. In many cases, however, the IAP's duty to investigate and remedy harassment makes absolute confidentiality impossible. IAP will try to limit sharing of confidential information to those persons with a "need to know."

Retaliation is prohibited

Retaliation for reporting of harassment or assisting in an investigation is strictly prohibited. In addition, reporting an incident in bad faith is unacceptable; both may be treated as harassment and subject to review. Retaliation may subject a participant to disciplinary action.

Misconduct occurring outside of IAP and IAP Meetings

All IAP participants are expected to adhere to high standards of ethical conduct. Professional or personal misconduct occurring outside of the activities of IAP may be considered when evaluating nominees for awards, honorary membership, and other forms of recognition by the IAP. The IAP also reserves the right to temporarily limit access to IAP-sponsored events in light of verifiable evidence of misconduct, from law enforcement agencies or similar organizations, that raises concerns about the safety of events or attendees' well-being. Temporary suspensions may be applied while a case is being reviewed.

Statement of Liability

IAP shall not be responsible for any defamatory, offensive, or illegal conduct of participants of IAP-sponsored activities, and shall not be held liable for personal injury, property damage, theft, or damage of any kind suffered by the participants at or in connection with IAP-sponsored activities. By registering for and attending IAP-sponsored activities such as the General Assembly and Conference, participants acknowledge that they have read this Disclaimer, and expressly release the IAP and its board members, directors, officers, staff, or agents from any and all liability (i) in connection with such IAP-sponsored activities as provided herein, and (ii) for any damage or injury caused by any reports by the IAP regarding violations of this Policy, except in the case of gross negligence or intentional acts of the IAP.

The IAP Secretariat in Trieste is hosted by:

The World Academy of Sciences (TWAS) ICTP Campus, c/o TWAS
Strada Costiera 11 - 34151 Trieste, Italy

The IAP Secretariat in Washington DC is hosted by:

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