



## **Code of Conduct**

### *Purpose*

The International Hibernation Symposium organization (IHS) is committed to enable events in which scientists can participate in an inclusive, respectful and safe environment. IHS events are guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards all participants attending or involved with any IHS event.

### *Applicability*

The Code of Conduct applies to any IHS event and applies to all participants and organizers of a IHS event. The IHS commits to implementing the Code of Conduct. The Code of Conduct is not legal or prescriptive in nature. It supplements, and does not affect, the application of other relevant policies, regulations, rules and laws, including laws regulating the premises in which the IHS event takes place and any applicable host country agreements.

### *Prohibited conduct*

Harassment is any improper or unwelcome conduct that might reasonably be expected or be perceived to cause offence or humiliation to another person. Harassment in any form because of gender, gender identity and expression, sexual orientation, physical ability, physical appearance, ethnicity, race, national origin, political affiliation, age, religion or any other reason is prohibited at IHS events.

Sexual harassment is a specific type of prohibited conduct and as such also prohibited at IHS events. Sexual harassment is any unwelcome conduct of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation. Sexual harassment may involve any conduct of a verbal, nonverbal or physical nature, including written and electronic communications, and may occur between persons of the same or different genders.

### *Complaint process*

Any participant who feels that they have been harassed at an IHS event or have been a witness of such harassment may report the matter to the organizer or relevant security authority. Such reporting shall have no effect on any applicable rules and procedures that may apply in the IHS or to other personnel. The organizer of the IHS event will take appropriate actions, which may include, but are not limited to, hearing the people involved, informing local authorities (e.g. security officers, police), and expelling the offender(s) from the conference.

*Credits: This IHS code of conduct was modified after the United Nations FCCC Code of Conduct (<https://unfccc.int/about-us/code-of-conduct-for-unfccc-conferences-meetings-and-events>)*