

## Code of Conduct

It is the policy of the Institute of Particle Physics (IPP) that all participants, including attendees, IPP staff, council and board members, and any other stakeholders participating in IPP meetings and sponsored events will conduct themselves in a professional manner that is welcoming to all participants and free from any form of discrimination, harassment, or retaliation. Participants will treat each other with respect and consideration to create a collegial, inclusive, and professional environment at IPP events. Creating a supportive environment to enable scientific discourse at IPP events is the responsibility of all participants.

Participants will avoid any inappropriate actions or statements based on individual characteristics such as age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, ability status, educational background, or any other characteristic protected by Canadian or provincial law. Disruptive or harassing behaviour of any kind will not be tolerated. Harassment includes but is not limited to inappropriate or intimidating behaviour and language, unwelcome jokes or comments, unwanted touching or attention, offensive images, photography without permission, and stalking.

Violations of this code of conduct policy should be reported to an IPP trustee or the IPP Director. This will be passed to the IPP Code of Conduct Committee. Sanctions may range from verbal warning, to ejection from the meeting without refund, to notifying the appropriate authorities. Retaliation for complaints of inappropriate conduct will not be tolerated. If a participant observes inappropriate comments or actions and personal intervention seems appropriate and safe, they should be considerate of all parties before intervening.

IPP, September 2024

\* Adapted from the American Physical Society code of conduct.