

Phantom Workshop Code of Conduct

The Phantom Workshop Code of Conduct outlines the community's expectations for behaviour and conduct. The Code applies to all participants at Phantom endorsed meetings or activities.

We expect participants to follow the below rules at all event venues and social activities, whether organised by the conference or informally by other participants.

1. Behave professionally. Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment includes but is not limited to sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It also includes offensive comments related to individual characteristics, for example: age, caring responsibilities, disability, indigeneity, gender, sexual orientation, physical appearance, race, nationality or religion.

2. All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual or sexist language and imagery is not appropriate. Communication refers to any contact through speech or chat on any meeting related platform (including social media).

3. Be respectful and do not insult or put down other attendees or facilitators of the event. Critique ideas not people.

4. Should a participant witness events of bullying, harassment or aggression, we recommend that they approach the affected person to show support and check how they are. The witness may also wish to suggest that the person report the inappropriate behaviour. However, it is up to the affected person alone whether or not they wish to report it.

5. If participants wish to share photos of a speaker on social media, we strongly recommend that they first get the speaker's permission. Participants may also share the contents of talks/slides via social media unless speakers have asked that specific details/slides not be shared.

Participants can report any violation of these guidelines to designated members of the LOC in confidence.

If asked to stop inappropriate behaviour participants are expected to comply immediately and, in serious cases, may be asked to leave the event without a refund and will not be welcome at

future events. The Phantom community will not tolerate retaliation against anyone reporting violations of this code of conduct.

Any local code of conduct related to the host institution also applies.

Acknowledgments: This code of conduct was adapted from the Astronomical Society of Australia Code of Conduct, the ESO Conference Code of Conduct and the London Code of Conduct (by A. Pontzen and H. Peiris), which was derived from original Creative Commons documents by PyCon and Geek Feminism. It is released under a CC-Zero licence for reuse. To help track people's improvements and best practice, please retain this acknowledgement, and log your re-use or modification of this policy at https://github.com/apontzen/london_cc.