

Code of conduct

Our commitment

The organizers are committed to a respectful, inclusive, and safe conference for everyone, whatever their gender, gender identity or expression, sexual orientation, disability, age, race, ethnicity, nationality, religion, career stage, or any other reason. We bring together a diverse, international community around NewAthena, and we want every participant to feel welcome, to be heard, and to share their science.

This code applies to all participants, including attendees, speakers, chairs, organizers, volunteers, sponsors, and exhibitors. It covers all conference spaces and activities: sessions, posters, coffee breaks, social events, the conference venue, and online channels (including social media).

Expected behaviour

- Treat everyone with respect, courtesy, and kindness.
- Be inclusive. Remember that participants come from many countries, cultures, and career stages.
- Discuss and critique ideas, not people. Keep questions and comments constructive and concise, and respect time limits and the decisions of session chairs.
- Respect privacy and confidentiality. Ask before photographing or recording individuals, and do not share unpublished results from talks or posters without the presenter's permission.
- Intervene safely, or report, if you see unacceptable behaviour.

Unacceptable behaviour

The following will not be tolerated:

- Harassment, discrimination, or exclusion based on any characteristic listed above.
- Sexual harassment, unwelcome sexual or physical attention, and unwanted physical contact.
- Intimidation, bullying, threats, stalking, or personal attacks.
- Offensive jokes, comments, or images, including sexualized or discriminatory material in talks, posters, and slides.
- Deliberate disruption of talks or discussions.
- Inappropriate behaviour linked to alcohol at social events.

- Retaliation against anyone who reports a concern.

Reporting a concern

If you experience or witness unacceptable behaviour, or if you simply feel unsafe, please contact any member of the Local Organising Committee (LOC). They can be identified at the venue by specific coloured badges. You can also contact our designated contact person for reports:

Maitrayee Gupta (Astronomical Institute of the Czech Academy of Sciences),

maitrayee.gupta@gmail.com

Reports can be made during the conference or afterwards, by email with the subject line 'code violation', and will be treated confidentially and taken seriously. Anyone with a conflict of interest in a report will step back from handling it.

What happens after a report

A small designated team, will acknowledge your report, listen to everyone involved, and decide on a response. Depending on the seriousness of the case, this may include:

- a conversation or a formal warning;
- a request to stop the behaviour or to leave an event;
- removal from the conference without refund and exclusion from future meetings;
- informing the person's institution, employer, or the relevant authorities where appropriate.

Photography and recording

Photos and videos may be taken at the conference. Participants who prefer not to be photographed can request it at registration. Recording of talks and posters requires the speaker's consent. Personal data is handled in accordance with the [GDPR](#) and Czech law.

Acknowledgement

By registering for the conference, you agree to follow this code of conduct. Organizers, chairs, and volunteers are briefed on this policy.

This code of conduct is inspired by the [IAU Code of Conduct](#) and the [Czech Academy of Sciences Code of Conduct](#).