

## Code of Conduct

The organizers of the 68<sup>th</sup> Irish Geological Research Meeting have a duty in the public interest to provide a safe, productive and welcoming environment for all participants and attendees at the meeting, regardless of age, gender, sexual orientation, gender identity, race, ethnicity, religion, disability, physical appearance, or career level. This Code of Conduct applies to all participants at the meeting and its related activities, including, but not limited to, attendees, speakers, volunteers, exhibitors, staff and service providers.

### Behaviour

The organizers wish to ensure that your experience is as constructive and professionally stimulating as possible. Participants are expected to behave in a respectful and professional manner - harassment and, or, sexist, racist, or exclusionary comments or jokes are not appropriate and will not be tolerated.

Harassment includes:

- sustained disruption of talks or other events,
- inappropriate physical contact,
- sexual attention or innuendo,
- deliberate intimidation,
- stalking, and intrusive photography, or
- recording of an individual without consent.

It also includes discrimination or offensive comments related to age, gender identity, sexual orientation, disability, physical appearance, language, citizenship, ethnic origin, race or religion.

The organizers expect and require all participants to abide by and uphold the principles of this Code of Conduct and transgressions or violations will not be tolerated.

### Breach of the Code of Conduct

If an incident of proscribed conduct occurs either within or outside the event premises during the meeting, then the aggrieved person or witness to the proscribed conduct is encouraged to report it promptly to a member of the IGRM organising committee or by emailing [IGRM@tcd.ie](mailto:IGRM@tcd.ie).

Once the organizers are notified, a member of the IGRM committee will discuss the details with the individual making the complaint. Any witnesses who have been identified, and then the alleged offender will be consulted before determining an appropriate course of action.

Confidentiality will be maintained to the extent that it does not compromise the rights of others.