

# Code of Conduct – Quantum Sensing Workshop at Durham University

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## **Purpose**

This conference is committed to providing a safe, inclusive, and respectful environment for all participants. This includes attendees, speakers, organisers, staff, vendors, and volunteers. We value diversity of perspectives and backgrounds, and we expect all participants to contribute to a positive experience for everyone.

## **Scope**

This Code of Conduct applies to all conference-related activities, including:

- Sessions, talks, and poster presentations
- Workshops and panel discussions
- Networking and social events
- Online platforms and communication channels associated with the conference

Participants are expected to uphold this Code both in-person and in any virtual or digital interactions related to the event.

## **Expected Behaviour**

All participants are expected to:

- Treat others with respect, courtesy, and professionalism
- Be mindful of how words and actions may affect others
- Engage constructively in discussions, even when disagreeing
- Respect personal boundaries and obtain consent before initiating physical contact
- Follow instructions from organisers and event staff
- Comply with all applicable laws and venue regulations

## **Unacceptable Behaviour**

Unacceptable behaviour includes, but is not limited to:

- Harassment, discrimination, or intimidation in any form
- Offensive verbal or written comments related to personal characteristics (e.g. race, gender, sexual orientation, disability, appearance, religion, or nationality)

- Sexual harassment, including unwelcome sexual attention, comments, or advances
- Deliberate disruption of talks, sessions, or events
- Bullying, sustained disruption, or aggressive behaviour
- Recording or photographing individuals without permission where this is not explicitly allowed
- Inappropriate use of nudity, sexual imagery, or language in presentations or interactions
- Retaliation against individuals who report concerns

This applies both to in-person interactions and online spaces associated with the conference.

### **Reporting Concerns**

If you experience or witness behaviour that violates this Code of Conduct, you are encouraged to report it as soon as possible.

Reports can be made to:

- Designated conference organisers or Code of Conduct contacts
- Event staff or venue personnel

When making a report, please provide as much detail as possible, including:

- Description of the incident
- Names or descriptions of those involved
- Time and location of the incident
- Any supporting evidence (if available)

All reports will be treated seriously and handled with discretion.

### **Response and Enforcement**

Conference organisers will take appropriate action in response to violations of this Code of Conduct. Actions may include:

- Verbal or written warnings
- Removal from specific sessions or activities
- Expulsion from the conference without refund
- Notification of relevant institutions or employers (where appropriate)

- Involvement of law enforcement when required

Organisers reserve the right to determine appropriate measures based on the severity and context of the behaviour.

### **Confidentiality and Non-Retaliation**

- Reports will be handled as confidentially as possible, consistent with the need to investigate and respond effectively
- Retaliation against individuals who report concerns or participate in investigations is strictly prohibited and will be treated as a violation of this Code

### **Responsibility of Participants**

All participants share responsibility for maintaining a respectful environment. This includes:

- Speaking up when witnessing inappropriate behaviour (where safe to do so)
- Supporting those who may have experienced harm
- Cooperating with organisers in addressing concerns

### **Acknowledgement**

By attending or participating in this conference, you agree to abide by this Code of Conduct and to contribute to a welcoming and professional environment for all.