Code of Conduct for the Austrian Stochastics Days (ASD)

The organizers of the ASD are dedicated to providing a harassment-free conference experience for everyone regardless of age, gender, sexual orientation, disability, physical appearance, race, or religion (or lack thereof). All participants (including attendees, speakers, sponsors and volunteers) at the ASD are required to agree to the following code of conduct. The code of conduct applies to all conference activities including talks, panels, and social events. It extends to conference-specific exchanges on social media. Organizers will enforce this code throughout and expect cooperation in ensuring a safe environment for all.

Expected Behaviour

All conference participants agree to:
- Be considerate in language and actions, and respect the boundaries of fellow participants.
- Refrain from demeaning, discriminatory, or harassing behaviour and language. For more details please refer to the section "Unacceptable Behaviour" below.
- Be mindful of your surroundings and of your fellow participants.
- Alert one of the organizers if you notice someone in distress, or observe violations of this code of conduct, even if they seem inconsequential.

Unacceptable Behaviour

Behaviour that is unacceptable includes, but is not limited to:
- Deliberate intimidation, bullying, stalking, or other types of abuse
- Any conduct that discriminates or denigrates an individual on the basis of race, ethnicity, religion, age, gender, gender identity and expression, sexual orientation, disability, physical appearance or body size
- Unwanted photography or recording
- Sustained or willful disruption of talks or other events
- Use of sexual or discriminatory imagery, comments, or jokes
- Inappropriate physical contact, which can include grabbing, or massaging or hugging without consent
- Unwelcome sexual attention, which can include inappropriate questions of a sexual nature, asking for sexual favours or repeatedly asking for dates or contact information
- Advocating for, or encouraging, any type of the above behavior

If you are asked to stop harassing behaviour you should stop immediately, even if your behaviour was meant to be friendly or a joke, it was clearly not taken that way and for the comfort of all conference attendees you should stop.

Attendees who behave in a manner deemed inappropriate are subject to actions listed under the section "Procedure for Code of Conduct Violations" below.

Additional Requirements for Conference Contributions

Presentation slides and posters should not contain offensive or sexualised material. If this material is impossible to avoid given the topic (for example text mining of material from hate sites) the existence of this material should be noted in the abstract and, in the case of oral contributions, at the start of the talk or session.

Additional Requirements for Sponsors

Sponsors should not use sexualized images, activities, or other material. Booth staff (including volunteers) should not use sexualised clothing/uniforms/costumes, or otherwise create a sexualised environment. In case of violations, sanctions may be applied without return of sponsorship contribution.

Procedure for Code of Conduct Violations

The organizing committee reserves the right to determine the appropriate response for all code of conduct violations. Potential responses include:
- a formal warning to stop harassing behaviour
- expulsion from the conference
- removal of sponsor displays or conference posters
- cancellation or early termination of talks or other contributions to the program

Refunds may not be given in case of expulsion.

What to Do If You Witness or Are Subject to Unacceptable Behaviour

If you witness or are subject to unacceptable behavior, please report it to one of the conference organizers.

Acknowledgements

This code of conduct has been adapted from the Code of Conduct for R Conferences.

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