

RIBOCLUB CONFERENCE CODE OF CONDUCT

The members of the RiboClub in accordance with federal, provincial and local laws are committed to providing a welcoming, safe, and inclusive environment where each member can progress and reach their full potential, regardless of age, ethnic origin, gender, religion, disability, linguistic choice, sexuality and/or socio-economic status.

This community is committed to maintaining a respectful environment and has a zero-tolerance policy against harassment and discriminatory behavior at all its events. Participants, including researchers, research assistants, postdoctoral fellows, students, and exhibitors, must show respect and consideration for each other and the local community. To maintain an inclusive environment, the RiboClub does not permit activism, protesting, dissemination of misinformation (i.e. statements presented as fact but lacking scientific evidence), or the distribution of materials regarding partisan political, religious or other ideological views that are not directly related to our organization's mission and the event's focus.

Consistent with the mission, commitments and policies, the purpose of this Code is to define the professional conduct of all individuals. All participants attending the RiboClub annual meeting are expected to comply with this Code of Conduct.

Expected behavior

All participants agree to:

- Treat all participants with respect and consideration, valuing the diversity of views and opinions
- Demonstrate courtesy, respect, and cooperation
- Communicate openly with respect for others, focusing on ideas rather than individuals and providing positive feedback and criticism
- Be attentive to their surroundings and to fellow participants
- Comply with the rules and policies of the conference site
- Notify the organizers if a dangerous situation or a person in distress is noticed

Unacceptable behavior

All participants agree to refrain from unacceptable behavior including but not limited to:

- All forms of physical violence, harassment, intimidation, or discrimination
- The threat, harassment, or personal attack of any participant
- The use of traditional or social media to target individual actions of conference attendees in a way that could harm their privacy or reputation

- Verbal comments related to gender, sexual orientation, disability, physical appearance, height, race, religion, linguistic choice, country of origin
- False or misleading statements or activities that could be perceived as defamatory by any participant or organization present at the conference
- Loss of civility, for example shouting, personal attacks or insults, throwing objects or other displays of temper
- Inappropriate use of nudity or sexual images in public spaces or in presentations
- Unwanted physical contact with others or threats of such contact
- Sexual harassment or harassment based on age, gender, race, ethnicity, national origin, religion, disability, or sexual orientation
- Recording or photographing the presentation of another participant without her/his/their explicit permission

Reporting Breaches or Violations

Violations of this Code of Conduct must be reported to one of the organizers. Confidentiality will be maintained unless disclosure is legally required. Incidents of inappropriate and uncivil behavior are taken extremely seriously. Failure to abide by this Code of Conduct may result in removal from the conference and future conferences. The organizers reserve the right to inform the host institutions about complaints.