

Artificial Light At Night Meeting 2023 - Code of Conduct

The organisers are committed to making this meeting productive and enjoyable for everyone, regardless of age, race, ethnicity, sexual orientation, gender identity, gender expression, marital status, nationality, political affiliation, religion, ability status, physical appearance, or educational background. We will not tolerate harassment of participants in any form. Attendance at ALAN meeting 2023 implies consent to abide by this code of conduct. Explicitly, please follow these guidelines:

- Behave professionally. Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment includes sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It also includes offensive comments related to gender, sexual orientation, disability, physical appearance, body size, race, or religion.
- All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual language and imagery are not appropriate.
- Be kind to others. Do not insult or put down other attendees.

Participants asked to stop any inappropriate behaviour are expected to comply immediately.

Consequences for attendees violating these rules may range from a verbal warning, to being asked to leave the meeting at the sole discretion of the organisers without a refund of any charge, to notifying the appropriate authorities.

Retaliation for complaints of inappropriate conduct will not be tolerated.

If a participant observes inappropriate comments or actions and personal intervention seems appropriate and safe, they should be considerate of all parties before intervening.

Any participant who wishes to report a violation or a potential violation of this policy is asked to speak, in confidence, to the meeting's designated contact(s): Phil Langill (pplangil@ucalgary.ca), Bob King (bobwking@shaw.ca), Annette Krop-Benesch (annette@krop-benesch.de), Diane Turnshek (dianet@andrew.cmu.edu). In case of any conduct concerns during the meeting, participants are strongly encouraged to contact one of these people directly for advice and guidance, including help with the procedure to follow in case a participant decides to file an official complaint.

Protocol for addressing complaints of this policy

To avoid any confusion or bias in dealing with official reports of violations of the code of conduct, the following protocol will be followed:

1. The designated contact will request a written record of the complaint including time and date plus particulars. The participant reporting the violation of the policy will review and approve the report before it is filed. They will remain anonymous to the individual(s) indicated to have violated the policy in the report.
2. The designated contact will bring the incident to the attention of the Local Organizing Committee and the Steering Committee;
3. The designated contact will inform the individual(s) indicated to have violated the code of conduct of the allegation and ascertain and record their version of events.

This code of conduct is adapted from the "[London Code of Conduct](#)", as originally designed for the conference "Accurate Astrophysics. Correct Cosmology", held in London in July 2015. The London Code was adapted with permission by Andrew Pontzen and Hiranya Peiris from a document by Software Carpentry, which itself derives from original Creative Commons documents by PyCon and Geek Feminism. It is released under a [CC-Zero](#) license for reuse.