



The International Younger Chemists Network

Code of Conduct

The International Younger Chemists Network (IYCN) follows the basic principle of equity where the rights of all its members are of primary importance and are, therefore, duly protected. Inclusivity is key to us. We want our members to be protected in a safe, respectful, harassment-free, accessible, and welcoming environment. This Code of Conduct applies to all active members of the IYCN, including Executive Board members, beneficiaries, senior contributors, senior advisors, delegates, and ambassadors. Furthermore, this Code of Conduct applies to all IYCN activities, including those sponsored by IYCN-affiliated organizations (such as the International Union of Pure and Applied Chemistry (IUPAC), the European Young Chemists' Network (EYCN), etc.) that are held in conjunction with IYCN events, whether in public or virtually.

Expected behaviours

All IYCN members are to:

- Be treated with both mutual respect and fairness, with consideration of a diversity of views and opinions. Other participants, attendees, exhibitors and staff associated with any IYCN activities are to be treated with respect and consideration, valuing a diversity of views and opinions.
- Be considerate, respectful and collaborative.
- Embrace open communication, sharing thoughts freely without criticising individuals but critiquing ideas in a constructive manner and with respect for others in mind.
- Respect the confidentiality of information acquired as a result of professional and business relationships and, therefore, not disclose any such information to third parties without proper and specific authority.
- Bring the attention of the IYCN leadership to any dangerous situation or observation of someone in distress.
- Respect the rules and policies of all meeting venues, hotels, IYCN-contracted facilities, or any other setting.
- Be citizens in good standing, and avoid activities known to be unethical or illegal including terrorism and misuse of chemicals.

NB: (1) We expect participants to follow these rules during all IYCN events as well during any virtual engagements (such as webinars).

Unacceptable behaviours

All IYCN members are to avoid:

- Overt and/or covert acts of harassment, intimidation, or discrimination in any form; such acts will not be tolerated/accepted.
- Personal attacks directed towards other members, attendees, and participants at any IYCN events, either on-ground or online (especially on social media platforms such as LinkedIn and Twitter).
- Physical or verbal abuse^b of any member of the IYCN, attendee, speaker, volunteer, exhibitor, service provider, or other meeting guests; such acts will not be tolerated/accepted.
- Continued disruption of talks at oral or poster sessions, in the exhibition hall, or at other events organized by the IYCN at the meeting venue, hotels, or other the IYCN-contracted facilities. This further applies to online events.

NB: (1) Anyone requested to stop unacceptable behaviour is expected to comply immediately.

Consequences and sanctions

- The IYCN leadership or security officials employed for any IYCN events may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund of registration fees.
- The IYCN reserves the right to prohibit attendance of errant members at any future IYCN meetings/events.
- Physical or verbal abuse^b of any member of the IYCN, attendee, speaker, volunteer, exhibitor, service provider, or other meeting guests might be sanctioned in the form of membership suspension/withdrawal.

Reporting unacceptable behaviour

If you are the subject of unacceptable behaviour or have witnessed any such behaviour(s), please immediately notify the IYCN leadership by directly contacting any member of the Executive Board or emailing your concerns to IYCN@IUPAC.org. Anyone experiencing or witnessing behaviour that requires a sense of urgency or that poses a severe threat to public

safety is advised to seek the attention of security officials and responsible staff employed for any IYCN events or call the local police line if need be.

Appendix

^aThe Code of Conduct presented herein is inspired by that of the Royal Microscopical Society (RMS).

^bExamples of unacceptable behaviour include, but are not limited to, verbal attacks (both subtle and caustic), related to gender, gender identity, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, age and nationality, inappropriate use of nudity and/or sexual images in public spaces or in presentations, exploitation of any individual, or threatening or stalking any attendee, speaker, volunteer, exhibitor, member of the IYCN, service provider, or other meeting guest both in-person and online.