



ARC Centre of Excellence for  
All Sky Astrophysics in 3 Dimensions

## Meeting Code of Conduct

### OVERVIEW

The ARC Centre of Excellence for All Sky Astrophysics in 3 Dimensions (ASTRO 3D) is a \$40m Research Centre of Excellence funded over the next 7 years by a grant from the Australian Research Council (ARC) and supported by nine collaborating Australian universities.

The Centre will ultimately produce a comprehensive picture of the evolution of matter, the chemical elements, and energy in the Universe from shortly after the Big Bang to the present day. ASTRO 3D merges world-leading Australian and international optical, infrared and radio telescope technologies with sophisticated theoretical simulations and ambitious new big data analysis techniques to open a new realm in astrophysics - a 3D understanding of the origins of the Universe and our place within it. Through the Centre, the next generation of scientific leaders will be trained within a cohesive, national and international framework that includes cutting edge science and data intensive infrastructure, highly successful nationwide and worldwide collaborations, leading equity and diversity programs, and large-scale public education and outreach programs

### PURPOSE AND SCOPE

This code has been formulated to provide a clear statement of the Centre's expectations of its members and other participants in respect of their professional and personal conduct at meetings and other Centre activities.

### RELATED DOCUMENTS

- Membership Policy
- Equity and Diversity Policy
- Code of Conduct

### POLICY

It is the policy of ASTRO 3D that its members and all participants in Centre activities are able to enjoy an environment that is free from discrimination and harassment - see further ASTRO 3D Code of Conduct.

ASTRO 3D is committed to making its meetings and events productive and enjoyable for everyone, regardless of race, gender, sexual orientation, disability, physical appearance, body size, nationality or religion. We will not tolerate harassment in any form.

This Meeting Code applies to all participants at ASTRO 3D run and endorsed meetings or activities, including the Annual Retreat, Annual Science Meeting, writing retreats, conferences, workshops, busy weeks and committee meetings.

All participants should follow these guidelines.

- **Behave professionally** - Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment includes, but is not limited to, 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 includes offensive comments related to issues including race, gender, sexual orientation, disability, physical appearance, body size or religion.
- **Communication should be appropriate for a diverse audience** - All communication should be appropriate for a professional audience, including people of many different backgrounds. Sexual or sexist language and imagery is not appropriate.
- **Be considerate and respectful to others** - Do not insult or put down other attendees. Critique ideas rather than individuals.



Individuals engaging in behavior prohibited by this policy, as well as those making allegations of harassment in bad faith will be subject to disciplinary action which may include verbal warnings, ejection from the meeting or activity without refund of registration fees and the reporting of behavior to their employer. Repeat offenders may be subject to further disciplinary action, such as having membership of ASTRO 3D cancelled and being banned from participating in any future Centre meetings or other activities.

Anyone who wishes to report a violation of this policy is asked to speak confidentially to the meeting organiser, the Chief Operating Officer or the Centre Director.

*This policy is current at 27 June 2018*