

Code of Conduct for Events at Nordita

Updated 11th April 2025

Aim of the Code of Conduct

This Code of Conduct aims to foster a harassment-free environment where everyone feel comfortable participating in scientific and social activities.

The organisation of scientific events is a core part of Nordita's activities. Nordita aims to create scientific events, both offline and online, that are welcoming and respectful to everyone. Nordita acknowledges its responsibilities as a hub for collaboration between scientific communities and strives to support inclusive and safe events.

Who does the Code of Conduct apply to

This Code of Conduct is intended to provide guidance to anyone engaging in activities at, organised or supported by Nordita. Adhering to the Code of Conduct is a collective responsibility, while every participant is individually accountable for their behaviour. All participants of Nordita scientific events are required to comply with the Code of Conduct.

Expectations

All participants in Nordita's scientific events are expected to comply with the following guidelines. In the event of a breach of the Code of Conduct, organisers are expected to take appropriate action and provide guidance to participants, as described in the next section.

Positive Behaviours

Participants are encouraged to be mindful of their unconscious biases and their potential negative impact. Awareness of such biases is key to creating an inclusive and supportive environment for everyone. Nordita asks the participants to:

- Use inclusive language that respects everyone's identities and backgrounds.
- Engage in active listening and respectful dialogue.
- Encourage collaboration and ensure that everyone's contributions are valued.
- Be mindful of cultural differences and show sensitivity to varying norms.
- Foster an environment where individuals feel safe to express their ideas.

Unwanted Behaviours

Nordita does not tolerate harassment or intimidation of event participants in any form, whether verbal, physical, or written (including on social media or via email).

Harassment and Intimidation include, but are not limited to:

- Sustained interruption of speakers or those asking questions.
- Offensive or unwanted conduct based on age, disability, gender, marital or civil partnership status, pregnancy and parental responsibilities, race or ethnicity, religion or belief, sex, or sexual orientation.
- Use of sexualised or other inappropriate images, unwelcome sexualised content, inappropriate physical contact, unwelcome sexual attention, or stalking.

- Unwanted photography or filming.
- Making threats.
- Bullying.

Breach of the Code of Conduct

If you witness or experience a behaviour in violation of the code of conduct, there are multiple channels to ask for support. In all cases, the anonymity of all parties involved in addressing violations of the Code of Conduct should be maintained.

Contact the event organisers. Each scientific event is required to have designated people, listed on the event's webpage, who are the point of contact for reporting violations. You may contact them, asking them to maintain your anonymity if you wish. Depending on the severity of the violation, the organisers may first informally approach the individuals reported to have violated the code of conduct to clarify, understand, and advise.

Participants asked to stop any inappropriate behaviour are asked to comply immediately. Failure to do so, or further violations of the rules, may result in the individuals being asked to leave the event at the discretion of the organisers. The organisers are then asked to inform the EDI committee of such incidents, maintaining the anonymity of the individuals involved. The organisers can also decide to ask for guidance from the EDI committee at any stage.

Contact the Nordita's EDI committee. You may report the breach to the Nordita EDI committee. The committee's role is to listen, mediate, and provide guidance, but it is not responsible for investigating or taking direct action. You have full control over who receives the information you share. If you choose, the committee can report the matter to the event organisers, the Head of HR, and/or the Director. However, this will only happen with your explicit consent, and a formal investigation can then be initiated at your request. Contact details of the EDI committee can be found [here](#).

Contact the Work Environment Representatives (WERs). Nordita has two WERs who swear silence to guarantee anonymity and can provide support and guidance primarily to Nordita employees experiencing work environment-related issues. For contact information and information, see [here](#). The WERs are not responsible for taking action or investigating, but they can provide support and act as mediators should you wish to escalate matters to the EDI committee, Head of HR, and/or the Director.

Contact the Head of HR and/or the Director. You may also contact the Head of HR and/or the Director directly (contact details [here](#)), who have the power to open a formal investigation if you wish.