

IReNA workshops and conferences are community events intended for networking and collaboration as well as learning. We value the participation of every attendee and want all attendees to have an enjoyable and productive experience. Accordingly, all attendees are expected to abide by the following Code of Conduct. Any participant who wishes to report a violation of this policy is encouraged to speak to **ianna-irena-workshop@lip.pt**, as they have agreed to serve as a point of contact (or if desired, to another member of the organizing team). Thank you for helping make this a welcoming, friendly event for all.

IReNA Code of Conduct

This code of conduct applies to all participants in the First IANNA-IReNA Workshop. We welcome comments and suggestions.

IReNA workshops and conferences are committed to providing a welcoming, inclusive, professional, and safe environment for everyone that encourages the free expression and exchange of scientific ideas and is characterized by an atmosphere of tolerance, equity, and mutual respect, regardless of any personal attributes such as gender, race, etc. Harassment or bullying in any form will not be tolerated. All communication should be appropriate for a professional audience including people of many different backgrounds. Be kind to others. Do not insult or put down other attendees. Behave professionally.

Harassment includes offensive verbal comments or jokes related to nationality, gender, sexual orientation, disability, physical appearance, body size, race, religion, as well as sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention.

Bullying is defined as unwelcome or unreasonable behavior that demeans, intimidates, humiliates, or sabotages people, either as individuals or as a group. It includes physical bullying, verbal abuse, disparagement, intimidation, exclusion, or spreading personal rumors.

Participants asked to stop unacceptable behavior are expected to comply immediately. IReNA will not allow retaliation against any individual who makes a report of known or suspected code of conduct violation. Sanctions against attendees violating these rules are at the sole discretion of the conference organizers and may range from warnings to being asked to leave the event, and exclusion from future IReNA sponsored meetings.