

EAPS Code of Conduct

The EAPS Code of Conduct outlines expectations for all those who attend or participate in EAPS events. It reminds EAPS meeting participants that all professional academic ethics and norms apply as standards of behavior and interaction at these meetings.

The European Association for Population Studies (EAPS) promotes the study of population. All EAPS events, including the European Population Conferences, are convened for the purposes of professional development and scholarly educational interchange in the spirit of free inquiry and free expression. EAPS is dedicated to advancing scientific discovery, advocating sound research policies, improving education, promoting professional development, and increasing diversity in the scientific workforce.

As a professional association, EAPS is fully committed to providing a welcoming and safe environment for all its members and other people attending to contribute fully to the event and without any harassment. Harassment of colleagues, students, or other conference participants undermines the principles of equity and inclusion at the heart of our professional fora and is inconsistent with the principles of free inquiry and expression. Consequently, harassment is considered by EAPS to be a serious form of professional misconduct.

Harassment

Harassment consists of a single intense and severe act or of multiple persistent or pervasive acts which are demeaning, abusive, offensive, or create a hostile professional or workplace environment. Harassment may include sexual solicitation, physical advance, or verbal or non-verbal conduct that is sexual in nature; it may also include threatening, intimidating, or hostile acts; circulation of written or graphic material that denigrates or shows hostility toward an individual or group; epithets, slurs, or negative stereotyping based on group identity.

Expected Behavior

All participants at EAPS events are expected to abide by this Code of Conduct/Anti-Harassment Policy in all meeting venues, including ancillary events as well as official and unofficial social gatherings. Participants agree to follow the norms of professional respect that are necessary to promote the conditions for free academic interchange.

Purpose

EAPS is committed to providing a safe and welcoming conference environment for all participants, free from harassment based on age, race, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, disability, health conditions, socioeconomic status, marital or domestic status, political affiliation, or parental status (hereafter, simply harassment). “Participant” in this policy refers to anyone present at EAPS events, including staff, contractors, vendors, exhibitors, venue staff, EAPS members, and all other attendees.

This code of conduct aims to remind participants of their obligations, as well as to provide guidance that will help to facilitate a professional, respectful, and inclusive environment where all attendees can engage in open scientific exchange free from discrimination, harassment, or intimidation.

Why do we meet?

Events are convened to facilitate research, education, and professional development. They also maintain and foster the development of our scholarly community. These aims can only truly be met in a welcoming and safe environment, in which intellectual contributions to high-level research, discussion, and debate can be made by scholars of all personal attributes. By attending an EAPS event, participants agree to support these aims.

Anti-harassment

We aim to provide a harassment-free environment for everyone, regardless of personal characteristics. These include, but are not limited to age, race, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, disability, health conditions, socioeconomic status, marital or domestic status, political affiliation, or parental status. This applies to anyone present at EPC/EAPS events, including participants, contractors, vendors, exhibitors, venue staff, and all other attendees.

Harassment includes any unwelcome behaviour that creates a hostile or exclusionary environment, ranging from microaggressions (e.g. dismissing someone's expertise based on their ethnicity, gender, or seniority...and/or sharing jokes, images or videos that may be considered offensive) to more serious misconduct like discrimination, verbal abuse, or physical intimidation. It also covers sexual harassment, bullying, and retaliation, all of which undermine scientific integrity and equitable participation.

Harassment is not tolerated, in any form or at any time. This extends to all occasions, including all social events, meals and breaks between scholarly activities. Harassment is a serious form of professional misconduct. It is inconsistent with principles of research ethics, equity and freedom of inquiry and expression. In some cases, it may also be illegal.

Expectations of participants

All participants are expected to abide by this code of conduct, including by following the guidelines listed below:

- To support the spirit of free inquiry and free expression.
- To be polite, respectful, and open-minded, fostering a collegial and professional environment.
- To create space for others to express their opinions freely, allowing all participants to contribute meaningfully.
- To be proactive in engaging a diverse range of people (i.e. by seniority, gender, institution, ethnicity), when in the position of leading or moderating discussion.
- To be aware that other participants may not share your background, beliefs, preferences, or opinions, and to engage with differences respectfully.
- To provide constructive feedback, focusing on intellectual discussion rather than personal criticism.
- To support colleagues in advancing scientific discovery, through collaboration, encouragement, and ethical conduct.
- Not to harass anyone, including microaggressions, discrimination, or any form of intimidation.
- To be proactive in helping to mitigate or avoid harm if you witness potential harm to another person.
- To report any instances of unacceptable behaviour or harassment to one of the organizers, ensuring a safe and supportive environment for all.

Sanctions

Sanctions for harassment may include formal warnings, removal from the event, revocation of speaking privileges, termination of EAPS membership and/or exclusion from future conferences or EAPS events, depending on the severity of the misconduct. In serious cases, offenders may be reported to their home institution and/or face legal consequences.

Reporting an incident

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please share your experience with whoever you are most comfortable with, such as organisers of the EAPS event in which the incident occurred, the EAPS Secretariat (eaps@nidi.nl), or any member of the EAPS Council (<https://www.eaps.nl/page/council>). They will support you in reporting the incident, as well as preparing and submitting your statement.

If harassment occurs at an event, seminar or conference, organizers and staff will be ready to help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the event.

EAPS will make every effort to respect confidentiality. Typically, reports will include:

- Contact information if you feel comfortable disclosing it. Anonymous reports will be investigated only if the person reporting agrees with this.
- Identifying information of the participant who has violated the code of conduct.
- The behaviour that was in violation; where and when it occurred.
- The circumstances surrounding the incident and other people who were involved or witnesses.
- Any additional helpful information, including evidence (e.g. emails or witness statements).

If a member of the organising team or the EAPS Council or Secretariat is reported for inappropriate behaviour, they will not be allowed to review the incident.

Response to reports

The EAPS Council will address all reports of misconduct submitted as above. After a report has been submitted, the Council will immediately be notified (excluding any member of the Council who is involved in the incident). If the person making the report chooses to be contacted, the Council will reach out to them to confirm the report, gather more information, and determine how they can best be supported.

The EAPS Council will meet as soon as possible to discuss the report and decide what actions to take (excluding any member of the Council who is involved in the incident). They will aim to do this in a timely manner and in consultation with those who were involved in the incident. EAPS will do its best to protect the confidentiality of those who experienced the incident. Once appropriate actions are determined by the EAPS Council, they will be communicated to those who experienced the incident and to the person (or people) who have violated the code of conduct.