

ANZAMP CODE OF CONDUCT

June 21, 2021

Introduction

The Australian and New Zealand Association of Mathematical Physics (ANZAMP) aims to promote mathematical physics in Australia and New Zealand, facilitating profitable interactions with the international mathematical physics community and partners in industry and government. ANZAMP promotes, and requires of its members, good conduct, both professionally as mathematical physicists and interpersonally as colleagues.

This **Code of Conduct** is intended to establish the standards of good conduct that are expected of all ANZAMP Members. Procedures for reviewing alleged failures to meet these standards, and determining the consequences of any such infringements, are detailed in the **AustMS Code of Conduct Procedures** document, linked to below. Adherence to this code is a requirement of ANZAMP membership and also of participation in events sponsored by ANZAMP.

Acknowledgements

This **Code of Conduct** is based on that of the Australian Mathematical Society (AustMS), dated January 10, 2019. The **AustMS Code of Conduct Procedures** is based on that of the International Society for Bayesian Analysis, dated October 20, 2019.

Values

The core values of ANZAMP are:

- respect, dignity, honesty and integrity;
- freedom of participation, intellectual pursuit, discourse and expression, within the bounds of the law and the values of respect, dignity, honesty and integrity;
- equitable and merit-based award, reward and recognition;
- equality of opportunity regardless of age, race, nationality, gender identity, sexuality, religion, disability, ethnicity, marital status, political affiliation, or culture.

Unacceptable Behaviour

Disrespectful, disruptive, violent, abusive, harassing or intimidating conduct constitutes unacceptable behaviour, as do sexist, racist or otherwise exclusionary comments and jokes.

Harassment includes, but is not limited to, speech or behaviour (whether in person, in presentations, online or in any ANZAMP publication) that intimidates, creates discomfort, prevents or interferes with a person's participation or opportunity for participation in ANZAMP events or within the greater ANZAMP community. Examples include:

- sustained disruption of talks or other events;
- verbal comments that reinforce social structures of domination;
- inappropriate physical contact, sexual attention or innuendo;
- sexual images in public spaces;
- deliberate intimidation or stalking;
- inappropriate photography;
- recording of an individual against their wish.

Exclusionary behaviour includes, but is not limited to, offensive comments related to gender and/or gender identity, sexual orientation, marital status, disability, physical appearance, body size, race or religion. Advocating for, or encouraging any of, the above also constitutes unacceptable behaviour.

Standards of Conduct

Members of ANZAMP and participants in ANZAMP-sponsored events will at all times:

- encourage and support fellow members in their professional development and, where possible, provide opportunities for the development of new entrants to the society;
- be kind to others and act with integrity, courtesy and respect towards fellow ANZAMP members, other mathematical physicists and members of the broader community;
- uphold and promote ethical standards for mathematical and scientific conduct and practice;
- be part of, and foster a culture of, respect, dignity and mutual support;
- make every reasonable effort to uphold equal opportunity for all ANZAMP members;
- support opportunities for members of underrepresented groups to enter and advance in the profession;
- strive to ensure that participant interactions are respectful, fair and free of discrimination and harassment;
- work to ensure that this Code is upheld by others, for example by reporting, and where possible intervening in, cases of bullying, discrimination, harassment or inappropriate language;
- comply with all applicable laws and professional rules, as well as with all ANZAMP codes, rules, and policies, abiding by them in the event of a conduct review.

Moreover, members of ANZAMP and participants in ANZAMP-sponsored events will not:

- engage in, encourage, or condone, unacceptable behaviour;
- allow unacceptable behaviour to transpire without seeking to report it, or intervening where possible;
- knowingly or carelessly act in a manner that negatively impacts the professional integrity or equal opportunity of others;
- knowingly or carelessly act in a manner that endangers the safety or security of others;
- distribute or disseminate contents of presentations, posters or imagery of others without their consent — requests from attendees at ANZAMP events not to be photographed or videoed must be respected;
- retaliate against anyone because of their contribution to, or participation in, a conduct review, or seek to influence the course of a conduct review, for example through intimidating language or behaviour.

Conduct Policy

The Executive Committee of ANZAMP will undertake and oversee any necessary steps to ensure:

- no tolerance of unacceptable behaviour;
- a commitment to investigating, and where warranted acting on, reported or alleged instances in a prompt and decisive manner;
- the upholding of ANZAMP's moral, duty-of-care and legal obligations to avoid discrimination, bullying and harassment;
- that the health and safety of members and others involved in ANZAMP activities are protected, as far as is reasonably practicable;
- clear and accountable processes for incident reporting that respects the confidentiality of those reporting or alleging incidents, while protecting their safety and wellbeing;
- clear and transparent processes for investigating and resolving reports of allegations so as to ensure fairness and due process for all parties involved, including the right of appeal;
- the facilitation of efficiency and effectiveness in all ANZAMP activities;
- the upholding of the reputation and standing of ANZAMP.

Conduct Reviews

In the event of an alleged incident in which both the ANZAMP and AustMS **Code of Conducts** apply, the ANZAMP Executive and AustMS Council shall decide, by mutual agreement, who shall bear responsibility for investigating and resolving the allegations. All conduct reviews shall abide by the **AustMS Code of Conduct Procedures**, available at <https://austms.org.au/about-us/code-of-conduct/>.