

## BioData.pt Code of Conduct for Events

The BioData.pt Code of Conduct has been adapted from ELIXIR Hub Code of Conduct for Events so all participants at BioData.pt events can interact with each other in a respectful and safe environment safeguarding their personal integrity in case they believe there has been a breach to this Code of Conduct.

### Applicability

The BioData.pt Code of Conduct for Events is applicable to all events organised and/or funded by BioData.pt. In addition to the event itself, the Code of Conduct also applies during any activity related to the event.

The Code of Conduct is available on the respective event web pages and also at BioData.pt website.

By participating in a BioData.pt event, participants accept the procedures by which BioData.pt resolves any Code of Conduct incidents, which may include storage and processing of their personal information.

### Our values: a place to feel respected, a place to feel safe

The opportunity to bring together differing perspectives is one of BioData.pt's greatest assets. BioData.pt wishes to attract and develop a diverse pool of talent, and to leverage the rich variety of experience, skills and potential of all employees associated with it. Therefore it is a prerequisite that BioData.pt provides for a safe environment that allows everyone to feel respected and included, and receive equitable treatment by others.

BioData.pt works to maintain a modern, inclusive environment where people value diversity, foster dignity and respect, take each other's perspectives into account and feel comfortable being themselves – regardless of characteristics including sex, gender identity and expression, sexual orientation, age or working experience, physical or mental challenges, physical appearance, body size, pregnancy, familial status, ethnicity, national origin, race, citizenship, language, socio-economic status, technical choices, experience level, political or other opinion, religious beliefs (or lack thereof) or educational or social background.

As a statement of principle, BioData.pt rejects discrimination based on any such factors. In addition, BioData.pt opposes all forms of bullying including threatening, humiliating, coercive, or intimidating conduct that causes harm to, interferes with, or sabotages scientific activities, reputations and careers. Discrimination, harassment (in any form), and bullying create a hostile environment that reduces the quality, integrity, and pace of the advancement of science by marginalizing individuals and communities. It also damages productivity and career advancement, and prevents the healthy exchange of ideas.

BioData.pt strongly believes that given the multicultural background of participants to its events, transgressions of the present Code are more likely to be both a) more frequent and b) unintentional. It therefore calls upon its participants to speak up where they lack the necessary respect and/or feel discriminated and allow for corrective action.

## Expected behaviour

All participants in our BioData.pt organised and/or funded events are expected to show respect and courtesy to others. All interactions should be professional regardless of platform: either in-person or online. In order to foster a positive and professional learning environment we encourage the following kinds of behaviours at our events:

- Use welcoming and inclusive language;
- Be respectful of different viewpoints and experiences;
- Foster scientific and technical rigour and curiosity with constructive and facts-based critique;
- Gracefully accept constructive criticism;
- Focus on what is best for BioData.pt;
- Show courtesy and respect towards other BioData.pt members and guests;
- Be mindful of your own biases and do not let them get in the way of respectful interaction;
- Speak up if you believe the spirit of the Code has not been upheld. Ideally, where feasible, directly address the issue with the person who committed the transgression;
- Adjust the behaviour where it was seen to be short of the requirements indicated in this Code;

## Unacceptable behaviour

Examples of unacceptable behaviour by participants at any BioData.pt organised and/or funded events include:

- Written or verbal comments which have the effect of excluding people on the basis of membership of any specific group;
- Causing someone to fear for their safety, such as through stalking, following, or intimidating;
- Violent threats or language directed against another person;
- The display of sexual or violent images;
- Unwelcome sexual attention;
- Nonconsensual or unwelcome physical contact;
- Sustained disruption of talks, events or communications;
- Insults or put downs;
- Sexist, racist, homophobic, transphobic, ableist, or exclusionary jokes;
- Excessive swearing;
- Incitement to violence, suicide, or self-harm;
- Continuing to initiate interaction (including photography or recording) with someone after being asked to stop;
- Publication of private communication without consent;

- Deliberate false accusations - the purpose of this Code of Conduct is to protect participants against misconduct, it is not in place to resolve personal disagreements;

## Application of the Code of Conduct

The BioData.pt Executive Director is responsible for enforcing the Code of Conduct with the aim of avoiding all incidents of assault, harassment or any other form of inappropriate and uncivil behaviour.

If an individual experiences or witnesses any unacceptable behaviour, they should, to the extent possible, inform the alleged offender about which behaviour has impacted or is impacting them in which respect and ask to stop.

As an alternative, or if approaching the alleged offender was unsuccessful, the individual may contact Ana Portugal Melo, BioData.pt Executive Director, [executivedirector@biodata.pt](mailto:executivedirector@biodata.pt).

All complaints will be treated seriously and reviewed and responded to promptly by the BioData.pt Executive Director and will be kept confidential unless disclosure is legally required. While BioData.pt is not an adjudicating body, BioData.pt members of personnel can help participants to contact venue security, provide escorts, help seek out appropriate authorities or local law enforcement to further handle any form of harassment or assault where needed, or otherwise offer advice and support or assist those experiencing harassment to feel safe for the duration of the event.

If an event participant engages in any of these harassing behaviours, BioData.pt members of personnel, with authorization of the Executive Director, may take appropriate action to stop the misbehaviour at once and/or reduce the likelihood that the misbehaviour will happen again in the future. Such action could include, for example, a warning to the offender or expulsion from the ongoing or future events.

We note that this is a good standard to uphold in all professional circumstances.

We value your attendance.

BioData.pt Code of Conduct for Events was fully adopted from ELIXIR Hub Code of Conduct for Events.