

Code of Conduct

Winter Q-Bio Meeting 2025

The existing Code of Conduct applies to all Winter Q-Bio participants, including organizers, speakers, attendees, sponsors, and volunteers, at all event venues and associated activities; this document will serve as a reminder of important points regarding how we conduct ourselves and relate to each other, as well as to ensure any external parties involved understand our expectations. Everyone taking part in this meeting is expected to comply with the guidelines outlined below.

Our organizers are committed to a safe experience for everyone, regardless of identity or background. We expect participants to follow these rules before, during, and in any related activity after the meeting. We must all play a role in ensuring everyone can enjoy a harassment-free experience, regardless of gender, gender identity, and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, nationality, religion, or political views.

What is not tolerated:

We do not tolerate harassment of Winter Q-Bio participants in any form. Derogatory or offensive behavior, messaging, and imagery are not allowed at any event or venue, including but not limited to the following:

- Talks, poster presentations, or demos
- Socializing events
- Any gathering associated with the conference
- Social or other online media, including the Whova app

Consequences for violation:

The conference organizers have the discretion to take any appropriate action in case of a code of conduct violation, from warning to expulsion of the offender(s), and further communication with their affiliated institution.

What to do if you experience or witness harassment:

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the organizing team immediately using any communication method you see fit. You can reach out to coordinator@w-qbio.org. All reports will be treated with strict confidentiality.

Definitions:

Harassment includes (but is not limited to) offensive verbal or written comments related to aspects of a person's identity, background, appearance, beliefs, abilities, and/or expression; sexual images in public spaces; deliberate intimidation, stalking, following; photography or audio/video recording against reasonable consent; sustained disruption of talks or other events; inappropriate physical contact; and unwelcome sexual attention.

Unacceptable behaviors include, but are not limited to: intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech (online or offline) or actions by any participant as either explicit aggressions or microaggressions.

Alcohol use:

Please drink responsibly. As we like to socialize together, we must be cautious with alcohol - being "tipsy" is no excuse for anyone to act inappropriately. So, everyone must take personal responsibility to ensure they drink only within their limits. This way, we can ensure an environment where everyone can have fun safely together, bringing their full selves to the conference!

The Winter Q-Bio team values your participation and is dedicated to providing any necessary assistance to make all participants feel safe and welcome!