

QUBIC 2024 Symposium Code of Conduct



Overview

QUBIC is committed to making the QUBIC 2024 Symposium a welcoming space and ensuring attendees are not subjected to behaviours, practices or processes that may constitute discrimination, harassment or victimisation as outlined by this code.

This code of conduct intends to provide guidance on this topic to QUBIC 2024 Symposium attendees during the course of this event. As such, this code is a set of general principles rather than detailed prescriptions. It stands beside but does not exclude or replace the rights and responsibilities of members to their employing organisations, under Common Law or any Commonwealth and State legislations.

In short, QUBIC expects 2024 Symposium attendees to act professionally and treat others with respect and dignity. As such, QUBIC will not tolerate any sort of discrimination, harassment or victimisation during the 2024 Symposium. The QUBIC Chief Operating Officer and Centre Executive will be notified of any reports on breaches of this code and will immediately review options and take actions as necessary.

Guidelines to Members Responsibilities

All QUBIC 2024 Symposium attendees should be aware of all policies on discrimination, harassment and victimisation at their employing organisations.

Personal and Professional Conduct

Attendees of the QUBIC 2024 Symposium should:

- refrain from all forms of discrimination, harassment and victimisation;
- treat other members and members of the public with dignity, courtesy and respect; and
- give due credit to the contributions of others.

Discrimination and Sexual Harassment

Discrimination is treating, or proposing to treat, someone unfavourably because of personal characteristics which includes a disability, parental status, race, colour, descent, national origin, age, sex, industrial activities, religion, pregnancy, breastfeeding, sexual orientation, gender identity, gender expression, marital status, political opinion, social origin, medical record, or an association with someone who has or is assumed to have one of these personal characteristics or may have it at some time in the future.

Sexual Harassment is a specific and serious form of harassment. It is unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, spoken or written. It can include:

- comments about a person's private life or the way they look;
- sexually suggestive behaviour, such as leering or staring;
- sexually suggestive comments or jokes;
- displaying offensive screen savers, photos, calendars or objects;

- repeated unwanted requests to go out;
- sexually explicit posts on social networking sites;
- insults or taunts of a sexual nature;
- intrusive questions or statements about a person's private life;
- sending sexually explicit emails or text messages;
- inappropriate advances on social networking sites; and
- behaviour that may also be considered to be an offence under criminal law, such as physical assault, indecent exposure, sexual assault, stalking or obscene communications.

QUBIC Annual Symposium attendees are asked to:

- not discriminate against anyone based upon or in connection to any personal characteristics;
- not engage in any form of sexual harassment; and
- ensure all communication is appropriate for a professional audience including people from different backgrounds and personal characteristics. Sexual language and imagery in presentations is not appropriate.

Victimisation

Victimisation is subjecting or threatening to subject someone to a detriment because they have asserted their rights under equal opportunity laws, made a complaint, helped someone else make a complaint, or refused to do something because it would be discrimination, sexual harassment or victimisation.

It is also victimisation to threaten someone (such as a witness) who may be involved in investigating an equal opportunity concern or complaint.

QUBIC 2024 Symposium attendees are asked to not engage in or encourage any form of victimisation.

Breaches of Code of Conduct

Any observed or reported breaches of this Code of Conduct will be reported to the QUBIC Executive Committee. Any member who wishes to report a violation of this Code of Conduct is encouraged to speak in confidence to a 'safe' person.

For the QUBIC 2024 Symposium the safe persons are:

- Dr Allison Fish, UQ, a.fish@law.uq.edu.au
- TBC

The 'safe' person will document the reported behaviour securely and confidentially for review and further action by QUBIC's Chief Operations Officer (see below). Depending on the reported behaviours, participants can be asked to stop any inappropriate behaviour immediately or be asked to leave the event.

Please note: Breaches may also be reported to a supervisor and/or Human Resources professional at your home institution for additional guidance on how to manage the situation.

Further response to a breach of the Code of Conduct

Every report will be documented securely and confidentially stored with the Chief Operations Officer of QUBIC. The report-raiser's consent will be obtained before sharing confidential information with other people or organisations, except in circumstances where QUBIC is obliged by duty of care to disclose certain information or report notifiable incidents.

Each incident will be mediated on a case-by-case basis. If desired, the report-raiser can choose for QUBIC to arrange for third-party mediation of a dispute via trained mediators from outside the academic community.

If a member is unsure of how to proceed with an issue and would like to discuss potential resources available to them or seek further information, 2024 Symposium attendees are encouraged to reach out to the QUBIC Chief Operating Officer or a QUBIC Contact Officer at their QUBIC Node for a confidential discussion.