

Code of Conduct

The International Society on Loop Quantum Gravity
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1. Preamble

The International Society on Loop Quantum Gravity (ISLQG) values scientific integrity and truthfulness and a culture of care in which community members treat each other respectfully and appreciatively. Fairness, communication, transparency, and collegial behaviour play a crucial role in establishing this culture, and in research and education at large.

This Code of Conduct reinforces our shared responsibility for the welfare of our community, proper scientific conduct and the advancement of science, in particular by preventing discrimination, sexual harassment and other forms of harassment, bullying and stalking, violence, as well as all forms of scientific misconduct.

In cases of a breach of this Code of Conduct, and for other conflicts arising within ISLQG, the Bylaws set out contact points, promote procedures, and delineate possible sanctions. Also non-members that have experienced problematic behaviour by a member are encouraged to make use of the contact points.

2. Principles

ISLQG expects its members to adhere to high professional standards. In particular, it condemns any form of scientific misconduct.

ISLQG shall work to ensure equity in the treatment of all individual members. No discrimination based on gender, ethnic or social origin, age, disability, sexual orientation or identity, religion, political convictions, stage or career path or any other attribute shall prevail against this equality of all persons in the application of the norms of ISLQG.

All members shall contribute to ensure that the community is an environment for research and training characterised by tolerance, openness, and mutual respect.

Victims of discrimination or harassment in any form are encouraged to report, complain and seek advice. ISLQG will give victims the possibility to report all cases in a safe and protected way.

Unprofessional or harassing behaviour of any kind will not be tolerated. This includes

- direct and indirect discrimination,
- mobbing,
- conventional and cyber-harassment, including stalking and bullying,
- violence,
- sexual and sexualised discrimination, harassment and violence.

3. Scope

All members of ISLQG must adhere to the Code of Conduct. In addition, all events organised under the aegis of ISLQG are expected to conform to the Code of Conduct. This Code of Conduct applies in all cases, regardless of location. In most cases, there exist similar rules and guidelines by the institutions providing the venues, and compliance with them is the responsibility of the hosting institutions.

4. Definitions

Definition of individual points included in unprofessional behaviour.

Discrimination: Discrimination is the unequal treatment of a person on any ground mentioned in the principles without any objective ground justifying the unequal treatment.

Direct discrimination: Direct discrimination occurs when a person is treated less favourably than another person is, has been or would be treated in a comparable situation on one of the grounds mentioned in the principles. Any form of disadvantage, disregard, contempt, degradation, exclusion or inadmissible unequal treatment of individuals or groups on the basis of actual or attributed group-specific characteristics is discriminatory.

Indirect discrimination: Indirect discrimination shall be taken to occur where apparently neutral provisions, criteria, or practices would put persons at a particular disadvantage compared with other persons due to one or more of the grounds referred to in the principles.

Harassment (including bullying, mobbing and stalking): Harassment is where unwanted conduct related to one or more of the grounds referred to in the principles has the purpose or effect of violating the dignity of the person concerned. This is particularly the case if behaviour creates an environment characterised by intimidation, hostility, humiliation, degradation or insult. These include in particular stalking and bullying or mobbing. Stalking refers to the intended and repeated pursuit, pestering or harassing of a person so that their lifestyle is seriously impaired or their safety threatened. Bullying is systematic and repeated hostility, harassment and exclusion of a person with the aim or consequence that the bullied person is insecure and degraded. Mobbing refers to bullying in the context of the workplace or professional activities, and often has the goal of excluding the victim from the working environment.

Cyber-bullying, -stalking and -harassment: Same as bullying, stalking and harassment defined above, but used in emails and/or social media and/or the internet.

Scientific misconduct: Scientific misconduct occurs when scientists intentionally, or by gross negligence, violate standards of scholarly conduct and ethical behaviour in conducting or publishing their research. Scientific misconduct can for example consist in falsification or complete fabrication of research data or research results. It can also occur in the form of plagiarism, i.e., the appropriation of another's ideas, results, or words without giving appropriate credit.

Sexual harassment: Sexual harassment and/or discrimination is any sexually motivated conduct that has the purpose or effect of violating the dignity of the person concerned, in particular when it creates an intimidating, hostile, degrading, humiliating, or offensive environment. This includes unwanted sexual acts and prompting to conduct such sexual acts, sexually motivated physical contact, remarks with sexual content and unwanted showing or posting of pornographic content. It may involve sexualisation, i.e., the focus on the sexual nature of a person or a situation. Sexual harassment may take different forms. Sexual harassment or discrimination may be verbal or non-verbal; it may also occur on social networks or communication platforms. They include:

- Photographic images or verbal comments of a sexual nature
- Sexist or sexually explicit advertising
- Sexist or sexualised communication, no matter which form it takes, such as sexually motivated staring, depicting derogatory gender stereotypes, and sexually degrading language
- Unwanted and unnecessary physical contact
- Unwanted sexual advances
- Sexually motivated actions constituting an offence, such as coercion, stalking or mental and/or physical abuse.

Sexual violence: Physical sexual acts perpetrated against a person's will or perpetrated where a person is incapable of giving consent. A number of different acts fall into the category of sexual violence, including rape, sexual assault, sexual battery, sexual abuse, and sexual coercion.

Violence: Violence is the use of physical force or other physical influence against another person, including restraining or preventing free action.