



Code of conduct SF2A

The French Society of Astronomy and Astrophysics (SF2A) is committed to creating a safe, professional environment for work and exchange, based on mutual trust, where diversity and inclusion are fully valued. Every participant has the right to be treated with courtesy and respect and to operate in a safe, healthy working environment.

The organizers of the SF2A Annual Meeting, as well as other events supported by SF2A (conferences, symposia, schools, etc.), are committed to ensuring a productive, respectful, and pleasant environment for everyone.

No harassment, discrimination, or intimidation will be tolerated.

Guidelines to follow during events:

1. Act professionally.

Sexist, racist, discriminatory, or exclusionary comments or behaviors have no place at our events.

Harassment includes (but is not limited to):

- Intentional disruption of talks or activities,
- Unwanted physical contact,
- Sexual advances or insinuations,
- Deliberate intimidation, online or physical harassment,
- Stalking,
- Targeted recording (photo, audio, video) of an identifiable person without their explicit consent, especially when isolated or clearly recognizable. (General or ambient shots are allowed, provided participants' privacy and dignity are respected.)
- Offensive comments related to personal characteristics such as age, gender, sexual orientation, disability, physical appearance, nationality, religion, ethnic or socio-economic background.
- Intentionally excluding someone from a conversation, group, or speaking space, or deliberately ignoring them to isolate or marginalize them.

2. Use language appropriate for a professional, diverse, and international audience.

Discriminatory content or remarks, such as those with sexual, sexist, or offensive connotations, will not be tolerated.

3. Show respect.

Do not belittle other participants, speakers, or organizers.

Offer constructive criticism by focusing on ideas, not on people.

4. If you witness inappropriate behavior, it is recommended to offer kind support to the affected person, if they are open to it, and encourage them to report the incident. However, it is their sole decision whether or not to report it.

5. Sharing content on public websites or social media:

Before publishing photos of participants or speakers, please ask for their consent. Presentation content may be shared unless the speaker explicitly requests otherwise.

6. Commitment to environmental transition:

SF2A encourages the organization of its events in an environmentally respectful manner, mindful of ecological transition. Participants and organizers are invited to adopt eco-responsible practices wherever possible, for example:

- Prefer low-carbon transportation to attend events (train, carpooling...),
- Limit the use of single-use plastics or unnecessary paper materials,
- Offer vegetarian or locally-sourced food options at group meals,
- Reduce waste production and ensure proper waste sorting.

This collective commitment helps make SF2A events moments of both reflection and action aligned with today's climate challenges.

Reporting and Accountability:

During SF2A Annual Meetings (and any other event supported by SF2A), two members of the local organizing committee (or the steering committee) are designated as contact persons for any questions or reports related to this code of conduct.

Participants may confidentially report any violations of these rules to them.

If inappropriate behavior is reported, the person involved must cease immediately. In cases of serious misconduct, they may be expelled from the event without a refund.

No retaliation will be tolerated against anyone who reports a violation of this code in good faith.

Thank you all for helping to make SF2A events inclusive, responsible, and welcoming spaces.