



Code of Conduct

It is the policy of the management committee that all EOA members are able to participate in its activities and are able to enjoy an environment that is free from discrimination and harassment. The management committee is committed to making all EOA associated events and activities productive and enjoyable for everyone, regardless of race, gender, sexual orientation, disability, physical appearance, body size, nationality or religion. Harassment of any form will not be tolerated and might result in the perpetrators being permanently removed from the EOA membership, or any EOA associated event or activity, and reported to relevant authorities.

The code of conduct outlined here applies to all EOA members, delegates, guests (e.g., media, service staff), and accompanying people, without exception. Anybody who enters a space or premises in which EOA associated activities are held and engages in those activities at any level, is bound by this code of conduct. Participation in any of EOA activities and events constitutes implicit acceptance and understanding of the code of conduct by the participants. Ignorance of the code will not be considered an attenuating circumstance in dealing with any type of infringement of the code as outlined.

Everybody associated with the Earth Observation Australia Incorporated Association is expected to:

- Behave professionally.
- Be considerate and respectful to others. To not insult or put down other members, participants and attendees. To critique ideas, not individuals.
- Open discussion is promoted and encouraged, but the copying, recording or broadcasting of any presentation, material, or idea presented or emerging from scientific discussions, is not permitted without the written permission of the EOA Management Committee. This includes (but is not limited to) posting images of data presented in talks and posters on social media.

All communication must be appropriate for a professional audience that includes people of many different backgrounds. Inappropriate use of sexist, racist or ageist language and imagery, and / or any other commentary that is or can be perceived to be discriminatory in any way, is not permitted. Inappropriate language or behaviour include (but are not limited to) jokes, sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. Offensive comments about race, gender, sexual orientation, disability, physical appearance, body size or religion, will not be tolerated.

Individuals engaging in behaviour prohibited by this policy as well as those making allegations of harassment in bad faith, will be subject to disciplinary action by the management committee. Such actions may range from a verbal warning, to permanent ejection from an event or activity disrupted by the behaviour or the entire meeting, without refund of the registration fees (where applicable). Repeat offenders may be banned from participating in future activities and events. Serious offences will be reported to the relevant authorities.

Anyone wishing to report a violation of this policy is asked to speak confidentially to the one of the EOA management committee members.