

# repliCATS Code of Conduct

The repliCATS project is dedicated to providing a harassment-free event experience for everyone, regardless of gender, race, ethnicity, sexual orientation, gender identity, gender expression, disability, age, appearance, religion, or other group status. We do not tolerate harassment of event participants in any form. Event participants violating these rules may be sanctioned or expelled from participating in the project in any form at the discretion of the repliCATS management team.

The repliCATS project is dedicated to diversity, equity, inclusion, and the free expression of ideas in an environment of mutual human respect. We recognize a shared responsibility to create and hold that environment for the benefit of all. Some behaviors, therefore, are specifically prohibited:

- *Harassment or intimidation based on gender, race, ethnicity, sexual orientation, gender identity, gender expression, disability, age, appearance, religion, or other group status.*
- *Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact.*
- *Sustained disruption or threatening speakers (verbally or physically).*

Participants are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others. Be aware that teams are made of participants with a diversity of backgrounds and experiences.

Some claims contain ideas, content or images that may be challenging for some participants, and everyone should respect this. Participants may withdraw from considering a claim at any time. Participants are also required to be sensitive to the needs of others.

Critical examination of beliefs and viewpoints does not, by itself, constitute hostile conduct or harassment. However, the discussion must be focussed on the ideas and not expressed in a personal fashion. Similarly, use of sexual imagery or language in the context of a professional discussion might not constitute hostile conduct or harassment if it is necessary to the topic of discussion and presented respectfully.

# Enforcement

Participants who are asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, event organizers retain the right to take any actions to keep the event a welcoming environment for all participants. This includes warning the offender or expulsion from participation in the project.

Event organizers may take action to redress anything designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

We expect participants to follow these rules in all virtual and face-to-face interactions associated with RepliCATS activities.

# Reporting

If someone makes you or anyone else feel unsafe or unwelcome, or if you believe a harassment problem exists, please report it as soon as possible to any member of the repliCATS project or event organizers. You can use any or all of the following options:

- Report your concerns in person to any member of the repliCATS team
- Email any complaints or code of conduct breaches to Hannah Fraser [hfraser@unimelb.edu.au](mailto:hfraser@unimelb.edu.au) or Racquel Ashton [raquel.ashton@unimelb.edu.au](mailto:raquel.ashton@unimelb.edu.au)
- Report your concerns electronically [here](#), with the option to remain anonymous.

All team members and event organizers are required to pass along all reports to the Principle Investigator (or if the Principle Investigator may have a conflict of interest, to at least 3 uninvolved members of the repliCATS team).

# References

This anti-harassment policy uses language adapted from the [Society for Improvement of Psychological Sciences Code of Conduct](#)