



2023 CODE OF CONDUCT

inSTEM is committed to ensuring that conference stakeholders (attendees, organisers, presenters and suppliers) are not subjected to behaviours, practices or processes that may constitute discrimination, harassment or victimisation outlined by this code and by the law.

This code of conduct intends to provide guidance to individuals engaged in activities for, or on behalf of, inSTEM in their interactions with all conference stakeholders.

This code is a set of general principles rather than detailed prescriptions. It stands besides 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.

inSTEM will not tolerate any sort of discrimination, harassment or victimisation. Should an individual associated with or attending inSTEM be accused of discrimination, sexual harassment or victimisation, the inSTEM Steering Committee Chair, or their nominated representative, will take immediate appropriate actions as necessary.

inSTEM Stakeholder Responsibilities

All inSTEM stakeholders should be aware all policies on discrimination, harassment and victimisation at their employing organisations.

Personal and Professional Conduct

All inSTEM stakeholders and conference attendees should:

- refrain from all forms of discrimination, harassment and victimisation;
- treat other stakeholders 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 screensavers, 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.

inSTEM stakeholders and conference attendees are asked to:

- not discriminate anyone in connection with any inSTEM on 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 law, 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.

inSTEM stakeholders and conference attendees are asked to not engage in or encourage any forms of victimisation.

Breaches of the inSTEM Code of Conduct

Breaches of this Code of Conduct will not be tolerated. Depending on the situation, breaches could result in services being revoked and/or individuals being removed from the conference and not being permitted to return. Any breaches should be reported as soon as possible to the inSTEM Steering Committee Chair, or their nominated representative, as soon as possible. Any member who wishes to report a violation of this Code of Conduct is asked to speak, in confidence, to the:

- inSTEM Steering Committee Chair
- Name: Greg Dennis
- Email: greg.dennis@rmit.edu.au
- Direct phone: 0450 592 577

Review of the inSTEM Code of Conduct

The Code of Conduct will be reviewed by the inSTEM Organising Committee annually to ensure it remains consistent with the objectives and responsibilities of inSTEM.