

# Code of Conduct

## Introduction

The Australian Mathematical Society (AustMS) aims to promote mathematics in Australia and profitable interaction between Australian mathematics and both the international field and partners in industry and government, underpinned by the AustMS Values. The Society promotes, and requires of its members, good conduct, both professionally as mathematicians, and interpersonally as colleagues and members of the society.

This Code of Conduct is intended to establish the standards of good conduct that are expected of all Society Members, and detail procedures for reviewing alleged failures to meet these standards and determining the consequences of any such infringements. Adherence to this code is a requirement of AustMS membership and also of participation in AustMS-sponsored events.

## Values

The core values of the Australian Mathematical Society, which underpin its policies, are:

- Respect, dignity, honesty and integrity.
- Freedom of participation, intellectual pursuit, discourse, and expression, within the bounds of the law and the values of respect, dignity, honesty and integrity.
- Equitable and merit-based award, reward, and recognition.
- Equality of opportunity regardless of age, race, nationality, gender identity, sexuality, religion, disability, ethnicity, marital status, political affiliation, or culture.

## Unacceptable Behaviour

Disrespectful, disruptive, violent, abusive, harassing or intimidating conduct, and sexist, racist or exclusionary comments or jokes all constitute unacceptable behaviour. Harassment includes, but is not limited to speech or behaviour (whether in person, in presentations, online, or in any AustMS publications) that intimidates, creates discomfort, prevents or interferes with a person's participation or opportunity for participation in AustMS events. Examples include

- sustained disruption of talks or other events;
- verbal comments that reinforce social structures of domination;
- inappropriate physical contact, sexual attention or innuendo;
- sexual images in public spaces;
- deliberate intimidation or stalking; and
- inappropriate photography;
- recording of an individual against their wish.

Exclusionary behaviour includes, but is not limited to, offensive comments related to gender and/or gender identity, sexual orientation, marital status, disability, physical appearance, body size, race or religion. Advocating for or encouraging any of the above also constitutes unacceptable behaviour.

Members of the AustMS, and participants in AustMS-sponsored events will:

1. Encourage and support fellow members in their professional development and, where possible, provide opportunities for the development of new entrants to society.
2. Be kind to others. Act with integrity, courtesy, and respect toward fellow AustMS members and mathematical scientists, members of other professions, and the broader community.
3. Uphold and promote ethical scientific and mathematical conduct and practice, and be part of and foster a culture of respect, dignity and mutual support.
4. Make every reasonable effort to uphold equal opportunity for all AustMS members.
5. Support opportunities for members of underrepresented groups to enter and advance in the profession.
6. Strive to ensure that participant interactions are respectful, fair, and free of discrimination and harassment.
7. Ensure that this Code is upheld by others, for example, by reporting and, where possible, intervening in cases of bullying, discrimination, harassment, or inappropriate language.
8. Comply with all applicable laws and professional rules, all AustMS codes, rules, and policies, and abide by the AustMS Code of Conduct Procedures in the event of a conduct review.

Members of the AustMS, and participants in AustMS-sponsored events will not:

9. Engage in, encourage, or condone unacceptable behaviour or allow it to transpire without seeking to report it or intervening where possible.
10. Knowingly or carelessly act in a manner that negatively impacts the professional integrity or equal opportunity of others.
11. Knowingly or carelessly act in a manner that endangers the safety or security of others.
12. Do not distribute or disseminate the contents of presentations, posters, or imagery of others without their consent; requests from attendees at AustMS events not to be photographed or videoed must be respected.
13. Retaliate against anyone because of their contribution to or participation in a conduct review, or seek to influence the course of a conduct review, for example, through intimidating language or behaviour.

## **Conduct Policy**

The Council of the AustMS will undertake and oversee any necessary steps to ensure

- No tolerance of unacceptable behaviour and a commitment to investigating, and where warranted, acting on reported or alleged instances in a prompt and decisive manner.
- Upholding the AustMS moral duty-of-care and legal obligations to avoid discrimination, bullying and harassment, and to protect the health and safety of members and others involved in
- AustMS activities as far as is reasonably practicable.
- Clear and accountable processes for incident reporting that respects the confidentiality of those reporting or alleging incidents, and protects their safety and wellbeing.
- Clear and transparent processes for resolving or investigating reports and allegations, which ensures fairness and due process for all parties involved, including the right of appeal.
- Upholding the reputation and standing of the AustMS.
- Facilitating efficiency and effectiveness of AustMS activities.