

25th Congress of the Australian Institute of Physics, 17th International Conference on Near-field Optics, Nanophotonics, and Related Techniques (NFO-17), Australia and New Zealand Conference on Optics and Photonics (ANZCOP), and the Conference on Optoelectronic and Microelectronic Materials and Devices (COMMAD)

Code of Conduct

Our congress is dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, age, religion (or lack thereof), disability, physical appearance, body size, race, ethnicity or sexual orientation.

We require that all attendees:

- Behave professionally
- Are considerate and respectful to others; Do not insult or put down other attendees
- Critique ideas rather than individuals
- Do not monopolise discussion; Sustained disruption of talks or other events may be considered harassment
- Do not engage in photography or recording of an individual without consent.
- Do not harass any attendees, staff or volunteers associated with the conference.

If you witness any breaches of this code, in particular discrimination or harassment, you are encouraged to immediately inform the alleged violator that their comments or behaviour are unwelcome. Individuals may be unaware that their conduct is offensive and are often willing to moderate their behaviour if so informed.

However, please note that you are not required to directly address or confront a person you believe is discriminating against or harassing you or another person.

Any participant who wishes to report a violation of this policy is asked to speak, in confidence, to this meeting's designated contact(s) who will be identified by the organising committee (OC), a member of the OC, a member of the [Diversity and Equity Group In Australian Physics](#) (DEGAP) or a member of the AIP National Executive.

Complaints will be investigated confidentially, fairly and discreetly and within the bounds of any relevant legislation. Following the completion of an inquiry, any action to be taken will be determined and may include a request for private or public apologies, discharge from the congress without a refund, and/or restrictions on future invitations and attendance.

This code applies equally to an in-person, online and mixed mode event.

Definition: *Harassment includes but is not limited to: verbal comments that reinforce social structures of domination (related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, etc); sexual images in public spaces; deliberate intimidation, stalking, or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; unwelcome sexual attention; and advocating for or encouraging any of the above behaviour.*

Acknowledgement: This code of conduct is based on the ANZOS (2021) *Code of Conduct* (<https://optics.org.au/CodeOfConduct>).