

Code of Conduct at ESO

Public

The ESO Way

“The ESO Way” encodes ESO’s commitment to create a professional and respectful working environment and comprises the following policies & guidelines:

- People Policy; Code of Conduct; Fair Treatment Courtesy & Respect; Competency Framework & Alcohol & Drugs Misuse Policy
- On 1 March 2018, the ESO Code of Conduct for Workshops and Conferences was introduced to apply to all meetings that involve external participants
 - The initiative for this code came from discussions with ESO Fellows & Students
 - Also applies to visiting astronomers & visitors to ESO observatory sites

Code of Conduct for Meetings

ESO is committed to creating a work environment that is **safe, professional** and of **mutual trust** where **diversity and inclusion are valued**, and where everyone is entitled to be treated with **courtesy and respect**. ESO organisers commit to making conferences, workshops, and all associated activities **productive and enjoyable** for everyone.

➤ Recommendations regarding social media:

If participants wish to share photos of a speaker on social media, we recommend that they get the speaker's permission.

➤ Enforcement:

... **participants are expected to comply immediately** and, in serious cases, **may be asked to leave** ...

ESO **will not tolerate retaliation** against anyone reporting violations of this code of conduct.

➤ Link: <http://www.eso.org/sci/meetings/CodeofConductWorkshops.html>

Additional Guidelines for ESO Committees

ESO meetings also have additional rules covering other aspects related to conduct, e.g., related to conflicts of interest.

➤ Excerpt from “Rules of Procedure for the ESO Users Committee”:

2. It is the responsibility of all members of the Users Committee to recognize and declare to the Users Committee any such actual or potential conflict of interest immediately they become aware of it.

Rule 10 – Confidentiality and Access to Information

1. Members of the Users Committee and all other persons attending Users Committee meetings shall maintain the confidentiality of proceedings and documents relating to all matters identified as confidential, regardless of the manner of their transmission.

Excerpt from the “Rules of Procedure for the UC”

The Evolution of the Code

- Inclusivity, representation & engagement



- Feedback & training



- Enforcement

