

Code of Conduct for Events

It is central to EAGE's mission to facilitate free and open discourse for the geoscience and engineering community and we are committed to creating a safe, inclusive and welcoming environment for all. EAGE promotes respectful behavior by providing clear conduct guidelines and accessible channels for reporting unsafe actions. We call on all members, participating companies, volunteers, and event visitors to help ensure these guidelines and procedures are known and followed.

Applicability

This Code of Conduct applies to any EAGE Event or activity, including conferences, (expert) meetings, (local) events, lectures, panel discussions, field trips, and any other activity organized or hosted by EAGE, wherever these activities take place.

This Code of Conduct applies to all types of interaction, on site as well as online on EAGE's website or social media spaces.

This Code of Conduct applies to all participants at an EAGE Event, including, all members, participating companies, staff, volunteers, speakers, panelists, and visitors.

This Code of Conduct is not of legal or prescriptive in nature. It is not in any way intended to replace, but rather to complement, the application of other relevant policies, regulations and laws.

Code of Conduct and Ethical Guidelines

- Treat each other with respect, courtesy and fairness;
- Refrain from any form of harassment, including but not limited to sexual harassment, against others because of race, gender, nationality, age, disability, sexual orientation, religion or belief;
- Refrain from deliberate intimidation, stalking, or following;
- Avoid making politically sensitive or provocative statements that may conflict with the Association's mission or disregard others' perspectives;
- Ensure all your communications, whether formal or casual, are appropriate for a professional audience, which may include individuals of many different backgrounds;
- Respect confidentiality and maintain integrity in professional interactions;
- Do not knowingly misrepresent the technical and scientific contributions of others or participate in plagiarism or infringement of intellectual property.

Reporting an incident of misconduct during events

As an association, members, companies, staff, volunteers, and visitors, we have a joint responsibility to ensure a safe and positive environment for all involved in our activities. We realize that it is not always easy to raise these concerns, but we do encourage you to come forward. In order to be able to act on situations it is of vital importance to make sure that the

right channels are taken as fast as possible. If you have been subject to, or observed, an incident of unacceptable or questionable behavior, we advise you to use the below channels.

During events you are advised to **report directly to dedicated, clearly identifiable, EAGE staff on site or via a dedicated button in the events app** (if available).

Cases that present an immediate threat to self, others, or property should be considered an emergency and directed to the local emergency number.

You can also use a **reporting form on eage.org** to report incidents including (but not limited to) scientific misconduct, ethical misconduct, discrimination, bullying or harassment. All questions in this form are optional and it is also possible to report anonymously.

Please note that while anonymous reports limit EAGE's ability to take immediate action, the information you provide will be analyzed to help monitor the nature and prevalence of incidents that take place, as well as to guide future policies and actions.

Alternatively you may send an email to conduct@eage.org

Handling procedure

After receiving an actionable complaint during or after an event, a dedicated EAGE staff will take direct steps to investigate and rectify the situation while taking all reasonable steps to safeguard the privacy of all individuals involved.

In the event of a breach of the code of conduct, the following steps may be taken:

- requesting the offender to immediately stop the offending behavior;
- temporary and permanent exclusion from publishing in EAGE publications and/or attending EAGE events;
- suspension and termination of EAGE membership
- assign an investigation officer and initiate an investigation as described in article XVI Professional & Ethical Standards of the EAGE By-Laws.

Privacy

Your privacy is important to EAGE. By reporting an incident the complainant agrees that EAGE processes all submitted data. Your identity and IP address will not be tracked, and data will be stored securely.

The **Privacy and Cookie Statement** provides information about the personal data that EAGE collects through its website(s) and/or (registration) forms and/or any other means, and the ways in which EAGE uses that personal data.

Thank you for your help in making EAGE activities safe and welcoming for everyone!