



## **Inclusion & Etiquette: SKA Principles of Collaboration**

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### **Our Collaborative Principles**

#### **Scope**

This document applies to:

- Participants at events (including, but not limited to, conferences, project meetings, consortia meetings, workshops and working groups) organised, promoted, endorsed or sponsored by SKA Organisation (“SKA Events”).
- Anyone working for an organisation affiliated to the SKA project.

#### **Principles**

Many different working cultures are represented within the SKA. SKA Organisation is committed to the principle of equality and of fostering and respecting diversity among participants at SKA Events. Participants at SKA Events and persons in organisations affiliated to the SKA are asked to respect the cultural differences within the SKA community, and to foster a community spirit that respects differences.

Ideas and opinions can be challenged at all times, but this must be done in a polite and considerate way. Everyone should be able to express a difference of opinion (provided it doesn't contravene existing law) without fear of being shouted down or having their opinion dismissed out of hand.

A professional standard of behaviour and conduct is expected from all those involved in the SKA. All those involved in any aspect of work for the SKA project should always act in the best interests of the SKA project. All communication should be appropriate for a professional audience including people of many different backgrounds.

No one should be put in a position where they feel intimidated by comments, jokes or opinions expressed by other attendees at events or participants in working groups, and participants are asked to be considerate of the feelings of others.

Harassment and sexist, racist or any exclusionary comments or jokes are not acceptable. Harassment can include, but is not restricted to, sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It also includes offensive comments related to gender, sexual orientation, disability, physical appearance, body size, race, creed or religion.



Acts of harassment, discrimination or otherwise offensive behaviour are neither desirable nor acceptable. Instances of breaches of these principles will be dealt with politely, sensitively and, above all, immediately.

### **Non-adherence to these principles**

All persons attending an SKA Event are asked to act in a manner consistent with the principles outlined in this document. Attendees are requested not to act in an inappropriate manner and if asked to stop by event organisers should do so immediately. Individuals or groups who do not comply with such requests, or who repeatedly violate these rules may be asked to leave without refund of any registration fees that might have been paid.

### **Compliance**

All SKA Events must have a code of conduct that, as a minimum, complies with these principles.

### **Credit**

*These principles are based on the "[London Code of Conduct](#)", as originally designed for the conference "[Accurate Astrophysics. Correct Cosmology](#)", held in London in July 2015, and on the Dunlap Institute for Astronomy and Astrophysics Code of Conduct (<http://www.dunlap.utoronto.ca/about/code-of-conduct/>).*