

## Eurac Research Guidelines for Conduct for events

### **1. Purpose of the guidelines for conduct**

These guidelines for conduct are designed to ensure that all Eurac Research activities take place in a safe, respectful, and inclusive environment and seek to:

- Prevent harassment and discrimination in any form.
- Provide clear guidelines for respectful behaviour.
- Establish transparent procedures for reporting and resolving concerns.
- Safeguard academic freedom while fostering mutual respect and inclusion.

### **2. Scope and application**

*The guidelines apply to:*

- All employees and advisors with any contract;
- Visitors, partners, and participants in all Eurac Research activities, whether on-site, online, or in hybrid formats;
- All events organized by Eurac Research, including conferences, training programmes, workshops and governance meetings.

**By participating in Eurac Research activities, all individuals consent to abide by these guidelines for conduct.**

### **3. Respectful behaviour**

Respectful behaviour fosters a safe and inclusive working and research environment. It includes:

- Treating all colleagues and participants with dignity and courtesy.
- Intellectual debate about research content expressed respectfully.
- Engaging in constructive academic debate, presenting views thoughtfully and being sensitive to differing perspectives.
- Promoting equality of opportunity and actively supporting the inclusion of under-represented groups.
- Reducing barriers to participation and ensuring accessibility wherever possible.
- Speaking up when witnessing harmful conduct and supporting individuals who may be at risk.

### **4. Unacceptable behaviour**

Unacceptable behaviour includes any conduct that harms others or undermines a safe and inclusive environment.

Examples include:

- Discrimination, harassment, or offensive comments related to personal characteristics such as gender, race, ethnicity, sexual orientation, disability, age, religion, or social origin.
- Sexual harassment, bullying, intimidation, or unwelcome solicitation of intimacy.
- Abuse of authority or position.
- Inappropriate photography, recording, or stalking.
- Incitement to hatred, hostility, or violence.
- Supporting, condoning, or encouraging any of the above behaviours.

## 5. Reporting and resolution procedures

Eurac Research provides clear and confidential procedures for reporting concerns or incidents.

### *5.1 Whistleblowing*

In the event of misconduct, it is possible to proceed through the [active whistleblowing channel](#) pursuant to Legislative Decree no. 24/2023

These guidelines for conduct reaffirm Eurac Research's commitment to:

- Fostering a safe, inclusive, and respectful working and research environment.
- Promoting equality and diversity across all activities.
- Protecting academic freedom alongside responsibility for professional conduct.
- Transparent and fair processes for addressing misconduct.



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