



# IAC Code of Ethics and Professional Conduct

The IAC organizer, the International Astronautical Federation (IAF), in line with its engagement to fostering the “3G+” Diversity principles (Generation, Gender and Geography), and the IAC Host, the Space Industry Association of Australia (SIAA), are strongly committed to supporting and promoting diversity, equality and inclusiveness within the space community, for all IAC delegates, the IAC staff and IAC volunteers.

The IAF and SIAA are dedicated to organizing, hosting and facilitating an International Astronautical Congress (IAC) at which everyone can participate in an inclusive, respectful and safe environment. The IAC is guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards all other participants and staff attending or involved with any IAC event or activity.

It is the IAC’s organizer’s and host’s top priority to ensure a safe, healthy, discrimination-free atmosphere that openly welcomes all individuals regardless of age, ethnicity, race, religion, nationality, sexual orientation, gender, gender identity, gender expression or any other group identity.

## **Code of Conduct**

The IAC delegates, IAC staff, and IAC volunteers are expected to be guided by the highest standard of ethics, to communicate professionally and constructively, whether in person or virtually, handling dissent or disagreement with courtesy, dignity and an open mind, being respectful when providing feedback, and being open to alternate points of view.

## **Unacceptable Behaviour**

No harassment of IAC delegates, IAC staff, IAC volunteers or other persons involved in the IAC will be tolerated. Any improper or unwelcome conduct that might reasonably be expected or is reasonably perceived to cause offence or humiliation to another person is prohibited at IAC.

Amongst unacceptable behaviors at any IAC activity or event are:

- **Abuse:** any action directed at an individual that interferes substantially with that person’s participation; or causes that person to fear for his/her personal safety. This includes threats, intimidation, bullying, stalking, or other types of abuse;
- **Discriminatory harassment:** includes offensive verbal or written comments and negative behavior, sustained disruption of talks or other events, either in real or virtual space, including those that are related to or are based upon gender, age, nationality, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion, relation or other group identity;



- **Sexual harassment:** any unwelcome conduct of a sexual nature that might reasonably be expected or is reasonably perceived to cause offense or humiliation. Sexual harassment may involve any conduct of a verbal, nonverbal, or physical nature, including written and electronic communications.

### **IAC Ethics Board**

The IAC Ethics Board is a temporary committee set-up by the IAF and SIAA for the duration of the IAC (including planning and post Congress phases). It has the responsibility of:

- Defining and updating (whenever necessary) the "IAC Code of Ethics and Professional Conduct";
- Overseeing the application and implementation of the "IAC Code of Ethics and Professional Conduct";
- Assessing reported cases of violation of the "IAC Code of Ethics and Professional Conduct";
- Deciding on immediate actions to prevent any further damage, in the case of any imminent threat;
- Investigating on specific cases of violation of the "IAC Code of Ethics and Professional Conduct";
- Deliberating the results of the investigation;
- Elaborating and applying the consequences (if any) of the violation case, based on the investigation results;
- Communicating with all parties concerned with the investigation.

The IAC Ethics Board is composed of:

- **CHAIRS**
  - IAF President
  - LOC Chair
- **3 MEMBERS**
  - IAF Executive Director
  - IAC Director
  - IAF General Counsel
- **SECRETARY**
  - IAF Deputy Executive Director

Members of the IAC Ethics Board having a potential or actual conflict of interest pertaining to the specific case of alleged violation shall not participate in the assessment and decision-making process of the case.



### **How To Report an alleged violation of the "IAC Code of Ethics and Professional Conduct"**

If any participant in IAC activities or events would like to report on experiencing or noticing an alleged violation of the "IAC Code of Ethics and Professional Conduct", a written report on the alleged violation shall be sent to the IAC Ethics Board at [anti-harassment@iafastro.org](mailto:anti-harassment@iafastro.org). The IAC Ethics Board can also be informed in person.

A report on an alleged violation shall never be knowingly false or misleading.

Appropriate sanctions also will be taken toward any individual who knowingly makes a false allegation of unacceptable behavior.

### **Procedure in response to a report on an alleged violation of the "IAC Code of Ethics and Professional Conduct"**

- After receiving the report on an alleged violation (written via email or in person), the IAC Ethics Board convenes and reviews the case;
- The IAC Ethics Board decides whether any imminent threat exists and, if yes, decides on immediate actions to prevent any further damage;
- The IAC Ethics Board may request additional information from the claimant to decide whether an investigation shall be initiated or whether the incident can be closed without an investigation;
- In case an investigation is deemed necessary, the IAC Ethics Board shall proceed with the investigation;
- The IAC Ethics Board Chairs shall contact the accused in writing informing about the report on the alleged violation and requesting a written statement;
- When necessary, the IAC Ethics Board may conduct interviews with the claimant, the accused and potential witnesses;
- The IAC Ethics Board shall deliberate on the findings and decide on the consequences (if any);
- The IAC Ethics Board shall communicate the final decision and consequences (if any) to the accused and the claimant, officially closing the investigation.

All communication between the IAC Ethics Board and the claimant/accused/witnesses about a specific case of alleged violation shall be properly documented (filed or recorded).

All information about a specific case of alleged violation, including names of all parties involved, shall be protected by the utmost confidentiality. Disclosing of any confidential information is considered a violation of the "IAC Code of Ethics and Professional Conduct".

### **Consequences of a violation of the "IAC Code of Ethics and Professional Conduct"**

In case of a confirmed violation of the "IAC Code of Ethics and Professional Conduct", the IAC Ethics Board reserves the right to impose consequences, which may include:



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- Temporary suspension from participating in IAC activities;
- Temporary suspension from participating in future IAC events;
- Permanent ban from participating in IAC activities;
- Permanent ban from participating in future IAC events.