

## IMZ CODE OF CONDUCT

With this Code of Conduct, the IMZ seeks to promote awareness of the importance of kindness and to encourage everyone to actively challenge personal biases, assumptions, and stereotypes while practicing cultural humility. We are committed to ensuring a welcoming and safe environment at our events and workshops.

Most importantly, we want to emphasize that we don't accept any kind of harassment.

Harassment is defined as the following:

Harassment is defined as any deliberate verbal or non-verbal behaviour that has the purpose or effect of violating a person's dignity or physical integrity or creating an intimidating, hostile, unsafe, degrading, humiliating or offensive environment for them and others.

This includes, but is not limited to:

- Unfavourable or different treatment of others due to their identity, gender identity, sexual orientation, ability, ethnicity, age, appearance, or other characteristics.
- Bullying, insulting remarks, inappropriate humour, threats.
- The use of language, nicknames and/or banter that implies exclusion or derogation based on a person's characteristics, including gender identity, sexual orientation, ability, ethnicity, age, appearance, or other characteristics.
- Any form of sexual harassment, such as unwanted attention, unwelcome contact of a sexual nature in any form, inappropriate physical or online interactions.
- Abuse of authority and exploitation of hierarchical dynamics for coercion.

We expect everyone to treat others with kindness, care, and consideration. Please refrain from making assumptions about anyone's identity, background, abilities, preferences, culture, or values. Approach others with openness and respect for their beliefs, customs, and values.

Please consider the following points in your interactions with others:

### **Respect and cooperate with any relevant health and safety protocols**

Physical safety is as important as emotional safety. Make sure to follow any health and safety procedures that are in place.

### **Be considerate and respectful of others' privacy and boundaries**

Accept 'no' as an answer without requiring justification. Respect boundaries and always acquire unambiguous consent before doing something that involves others.

### **Acknowledge your privilege**

Recognise that some individuals hold greater power in society while others are marginalised and consider this in your actions.

### **Be accountable**

Take responsibility for creating a safe and inclusive environment. Be open to receiving feedback and constructive criticism, acknowledge any potential harm you may cause to others – even if unintended – and make an effort to repair it. If you are aware of or witness any behaviour that violates IMZ's anti-harassment policy, report it immediately.

**Allow room for growth**

While holding others accountable is important, remember that judging, blaming and shaming does not provide conditions for learning and growth. If someone says something problematic or makes a mistake, separate the person from the behaviour and engage in constructive conversation to empower them to do better.

**Navigate disagreement constructively**

Differences in opinion and disagreement are normal, and if navigated constructively, they can help build strong and resilient relationships. When expressing opposing views or disagreement, consider power dynamics and your privilege. Speak from your own experience, use 'I' statements, and seek ways to move forward.

**Be mindful of the words you use and the way you communicate to others.**

Remember that people have different linguistic abilities and different cultural backgrounds. While considering different identities and different cultural background, check for understanding and seek clarification. Affirm people's identities through the words you use and think of the words you chose and how you express them.

**COMPLAINTS PROCEDURE**

If you experienced harassment, we will immediately investigate and address the allegations. If you experience or witness harassment, please speak to any of our staff member during our events, or contact our Anti-Harassment representatives, Sofia Pilhal or Leonie Bartels. All matter will be handled discreetly and with care.

You can also report any instances of harassment anonymously via (<https://www.imz.at/reporting>).

This Code of Conduct is based on the **EMC Anti-Harassment-Policy**. For a more detailed description please see the original document [here](#).