

## **IMMUNO-model COST Action CA21135**

### **Inclusion and diversity statement**

The IMMUNO-model COST Action CA21135 is committed to supporting diversity and inclusivity, where each member can thrive and be valued for their unique perspectives and contributions. Every member of the IMMUNO-model COST Action can participate and contribute regardless of gender, civil status, family status, sexual orientation, religion, language, age, race, ability, and/or socio-economic status.

### **Anti-harassment statement**

The IMMUNO-model COST Action operates under a culture of respect and dignity for all.

IMMUNO-model recognises and respects individual difference and rejects harassment or bullying. All members of IMMUNO-model are expected to act with tolerance, sensitivity, and respect towards others. This is particularly relevant where there may be a variation in the interpretation of acceptable behaviour resulting from different backgrounds or cultures. Every IMMUNO-model member should be aware that all forms of harassment or bullying are unacceptable and that everyone has a duty to behave in an acceptable and appropriate manner.

Harassment is any act or conduct (including spoken words, gestures, or the production, display or circulation of written words, pictures or other material), if the action or conduct is unwelcome to the recipient and could reasonably be regarded, in relation to the relevant characteristic of the recipient, as offensive, humiliating, or intimidating. Sexual Harassment is any form of unwanted verbal, non-verbal or physical conduct of a sexual nature. For the purposes of this statement all references to harassment include any activity that can be classified as sexual harassment.

Bullying is any form of repeated inappropriate behaviour, direct and indirect, whether verbal, physical or otherwise, conducted by one or more persons against another or others, which could reasonably be regarded as undermining the individual's right to dignity in the course of their work.

Examples of behaviours which can be viewed as harassment or bullying includes, but is not limited to:

- Abusive, insulting or offensive language by one or more persons to another or others.
- Behaviour or language which frightens, humiliates, belittles or degrades, including criticism that is delivered with a raised voice, intimidation, or stalking;
- Inappropriate comments about a person's appearance, lifestyle or their family;
- Teasing or regularly making someone bear the brunt of pranks or practical jokes;
- Interfering with a person's personal effects;
- Behaviour that undermines, treats less favourably or disempowers others;
- Inappropriate written communication including letters, email or telephone text messaging;
- Disrupting or hijacking conversations (during talks, in question times or in general discussion);
- Inappropriate non-consensual physical contact;
- Physical assaults or threats.

### **The process for dealing with incidents of harassment or bullying**

Persons asked to stop any harassing or harmful behaviour are expected to comply immediately or they will be required to leave the (physical/virtual) space. Any circumstances where IMMUNO-model members are required to leave an event due to harassing or harmful behaviour should be reported to the associated Work Group leader and Target Group Recruitment Committee (TGRC) team leaders:

TGRC1: Gianmarco Contino – [g.contino@bham.co.uk](mailto:g.contino@bham.co.uk)

TGRC2: Denis Collins – [denis.collins@dcu.ie](mailto:denis.collins@dcu.ie)

TGRC3: Hanne Haslene-Hox - [hanne.haslene-hox@sintef.no](mailto:hanne.haslene-hox@sintef.no)

In the case of repeated offending behaviour, or behaviours that can't be dealt with immediately as they occur, the TGRC team leaders are the first point of contact.

TGRC team leaders will engage with the issues that arise and endeavour to resolve them locally with those involved and the associated Work Group Leader. It is expected that all parties involved will work toward a resolution that will enable a professional work environment to be maintained.

For issues that can't be resolved locally, TGRC team leaders will engage with the IMMUNO-model Core Group to provide additional support and oversight. TGRC team leaders and the IMMUNO-model Core Group will take any action deemed appropriate to resolve situations and to make IMMUNO-model working environments safe and welcoming. Examples of such action include: verbal warnings, written warnings, temporary or permanent barring from IMMUNO-model events and online spaces.

Outside of the scenarios outlined above, if you feel that someone is making you or the space feel uncomfortable, if you see that someone else is being made to feel unsafe, or if you have any other concerns, please contact the TGRC team leads.

## Disclaimers

The statements above are not intended to limit open discussion of the merits of particular work or issues presented, or to stop the delivery of constructive feedback or critical appraisal at IMMUNO-model events. It applies only to behaviour at IMMUNO-model events and activities.

IMMUNO-model does not assume liability or responsibility for the actions of any member or other activity participant. IMMUNO-model is not responsible for protecting the safety of participants at events. Any individual who feels his/her safety is at risk due to harassment or for any other reason is encouraged to take appropriate steps to ensure personal safety.

## Acknowledgements

Note that much of this text, and the overall spirit and intent of the statements above, is adapted from the Dublin City University "Policy to promote respect and dignity by preventing harassment or bullying" document - [https://www.dcu.ie/sites/default/files/policy/47%20-%20harrassment and bullying equality v1.pdf](https://www.dcu.ie/sites/default/files/policy/47%20-%20harrassment%20and%20bullying%20equality%20v1.pdf) and the DiGRA 2018 Inclusivity policy: <http://digra2018.com/inclusivity/>. Inspiration was also taken from the ACM policy against harassment: Association for Computing Machinery - <https://www.acm.org/diversity-inclusion/stop-harassment>