

The ET Collaboration Code of Conduct

The Code of Conduct defines the expected behaviour within the ET Collaboration and serves as the foundation for maintaining a professional, ethical, and respectful research environment.

As an international collaboration that brings together diverse cultural backgrounds and work styles, ET values inclusivity and cooperation. Scientific achievements are meaningful not only for their impact but also for how they are attained. To uphold these principles, the Member Conduct and Ethics Committee (EMCC) has been entrusted with defining a code of conduct that guides interactions and reinforces mutual respect within the Collaboration.

The ET Boards unanimously endorse the following core values: integrity, fairness, inclusivity and transparency. These values shape professional conduct and interpersonal behaviour, fostering an environment where every contribution is valued. Members are expected to act with honesty and respect, creating a welcoming atmosphere that encourages participation and innovation for the benefit of the entire Collaboration.

Core Principles

- Integrity: commitment to ethical conduct, intellectual honesty and personal accountability.
- Fairness: dedication to impartiality and equitable treatment in all aspects.
- Inclusivity: valuing and leveraging diverse perspectives.
- Transparency: emphasis on open communication and clear decision-making processes.

Unacceptable Behaviour

- Harassment: any unwanted or repeated behaviour or communication that creates an environment which is hostile, intimidating, or offensive.
- Discrimination: unjust or prejudicial treatment of individuals or groups based on personal characteristics such as race, ethnicity, gender or other attributes.
- Intimidation: any actions or behaviours intended to instil fear, coerce, or unduly influence others.
- Use of hate speech: any form of communication—spoken, written, or symbolic—that expresses hatred, incites violence, or promotes discrimination against individuals or groups.

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Session Classification: Poster Session

Track Classification: Other: Other