

Code of Conduct for IZA Events¹

What is the aim of our events?

IZA is a platform committed to pushing the frontiers of labor economics and behavioral economics, and the intersection of the two. Our mission encompasses high-quality research, the active transfer of knowledge and the promotion of young talent. For this purpose, we offer a variety of events that support academic exchange within our renowned international network and beyond.

What characterizes our events?

IZA is dedicated to providing a welcoming and harassment-free event experience for everybody. We want to offer our participants an open, safe and productive environment that facilitates scientific discourse. To this end, we aim to establish an appropriate setting in which the focus is on the academic exchange and the extension of your professional network.

Integrity and professionalism shall characterize our behavior, our work and our interactions with each other. All participants should act respectfully and politely. They are expected to communicate with each other in a constructive and appreciative manner, both in personal and scientific interactions. As a participant, you are committed to respect these values at all event venues and event-related social activities.

What kind of behavior do we NOT tolerate?

Degrading and harassing behavior of any kind, via any channel, against any person will not be tolerated. In addition to the commitment of criminal offenses, this refers to any form of discrimination, power abuse, sexual assault, misconduct, insulting, lewd or aggressive statements as well as gestures. This includes, but is not limited to:

- Comments that reinforce social structures of domination related to age, gender, gender identity and expression, sexual orientation, disability, physical appearance, race/ethnicity, nationality, religion, care for dependents or status of their counterpart
- Inappropriate physical contact or unwelcome sexual attention
- Deliberate intimidation, stalking or following
- Harassing photography or recording
- Sharing sexual images in public spaces
- Sustained disruption of talks or other events
- Advocating for, or encouraging, any of the above behavior

How do we respond to misconduct?

To ensure a safe event atmosphere and foster a climate of inclusion, potential misconduct must be detected and prevented. If you are feeling unsafe or unwelcome, or when witnessing harassment or any other violations of this Code of Conduct, we encourage our participants to support each other. Please don't hesitate to report the incident.

Participants should not restrain from reporting just because someone else thinks the behavior is "reasonable". That person may not share the same protected characteristics.

Reports can be made to

- any member of the IZA Event Team **or** to the IZA Scientific organizer(s) of the Event
- the IZA Ombudsperson HEUKING • VON COELLN Rechtsanwälte PartGmbH,
Phone: +49 211 4403 5771, E-Mail: iza-ombudsperson@hvc-strafrecht.de
- Please find further details on how to report and the procedures following from reporting in the IZA Reporting Procedures available here:
https://www.iza.org/wc/files/IZA_CoC_Reporting_Procedures.pdf

¹ This Code of Conduct is partly based on the ESA Ethical Guidelines 2023.