

THE CODE OF CONDUCT

IACCP, Inc. (IACCP) aims to stimulate productive, enjoyable, and safe experiences at its conferences, Culture and Psychology Schools (CPS), and other professional events sponsored or represented by delegates of IACCP. We are dedicated to encouraging an environment of collegiality and mutual respect for all members, who represent diversity in nationality and ethnic background, sex, gender identity, affinity orientation, age, abilities, appearance, and religion. Attendance at an IACCP-sponsored meeting or activity, including any extracurricular activities that occur during IACCP-organized events, requires that all registered individuals and guests follow a code of conduct that stipulates that you will: 1) treat others with respect and 2) not engage in discrimination, intimidation, harassment, and/or abuse at these events or at any social activities associated with, or occurring during, these events.

IACCP discourages relationships that may create an appearance of impropriety. IACCP does not tolerate behaviors that threaten a person's career or sense of safety. IACCP welcomes members to share observations, concerns, or experiences that were distasteful, unsettling, or inappropriate. IACCP affirms that it will take all concerns seriously.

Anyone who wishes to report a violation of this policy is asked to speak or write confidentially to Prof. Judith Gibbons (Email: Judith.gibbons@slu.edu).

Click here to read the long version of the IACCP Code of Conduct.

Long version

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Below we elaborate on some of the activities that are not tolerated at IACCP-endorsed meetings or activities, and the possible consequences of engaging in such actions.

These prohibited activities include, but are not limited to:

- Intimidating, abusive, derogatory, or demeaning speech or actions
- Deliberate intimidation, stalking, or following
- Unauthorized and unwanted photography or recording
- Use of social media to intimidate, abuse, or demean people
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Persistent and unwelcome solicitation of emotional or physical intimacy accompanied by real or implied threat of professional harm or being an observer such activities
- Real or implied threat of physical harm
- Advocating for, or encouraging, any of the above behaviours

Additionally, the IACCP opposes misconduct of a sexual nature between people in positions of authority, influence, power, or status (e.g., IACCP Officers, elected members, workshop leaders, etc.) with junior attendees including students. Such relationships should remain professional at all times during all IACCP events. Abuse and exploitations are not tolerated.

The IACCP further acknowledges the harm to observers of many of these prohibited activities and the right of observers to file a complaint using the same procedures as the targets of them.

We also endorse the principles of the Universal Declaration of Human Rights of the United Nations (<http://www.un.org/en/universal-declaration-human-rights>) and the Universal Declaration of Ethical Principles for Psychologists (<http://www.iupsys.net/about/governance/universal-declaration-of-ethical-principles-for-psychologists.html>)

Enforcement/Consequences

The EC appoints a specific person for each international meeting (international conferences, Culture & Psychology schools, regional conferences); for other meetings and occasions complainants can contact the President or Secretary-General. If a participant is accused of engaging in any of the above, a designated ombudsperson will start an investigation. The ombudsperson can propose actions, implemented by the Officers and/or event organizers, aimed to keep IACCP meetings and activities welcoming and safe environments for participants. Actions that may be taken include:

- Warning the person to cease their behavior and that any further reports will result in sanctions

- Requiring the person to avoid any interaction with, and physical proximity to, specified people for the remainder of the event
- Ending a talk that violates the policy early
- Not publishing the video, slides or manuscript related to the person that violated the policy
- Not allowing a speaker who violated the policy to give (further) talks at IACCP events
- Immediately ceasing to engage in any event volunteer responsibilities and privileges
- Requiring that the person not participate in future IACCP-endorsed meetings or activities (either indefinitely or for a certain time period)
- Requiring the person to refund any travel grants or moneys received from IACCP
- Requiring that the harasser immediately leave the event and not return
- Banning the harasser from future events (either indefinitely or for a certain time period)
- Revoking IACCP membership

Employer reports

- If someone commits misconduct while in an official employee capacity, such as while working as paid event staff, giving a talk about their own or their employer's product, staffing a sponsored booth, wearing their employer's branded merchandise, attempting to recruit someone for a job, or claiming to represent their employer's views, we may provide a report of their conduct, such as the report by the ombudsperson, to their employer.

Reporting

If someone makes you or anyone else feel unsafe or unwelcome, if you witness or experience harassment, intimidation, or abuse, please report it as soon as possible.

Your report can be made anonymously, however if the allegations are found to be clearly true your identity may be presented to the ombudsperson who will investigate the case.

Personal/non-anonymous report

Anyone who wishes to report a violation of this policy is asked to speak or write confidentially to Prof. Judith Gibbons (Email: Judith.gibbons@slu.edu) or to the President of the IACCP (Prof. Fons van de Vijver, Email: fons.vandevijver@uvt.nl).

When taking a personal face-to-face report, our staff will ensure you are safe and that you cannot be overheard. The staff may involve other event staff to ensure your report is managed properly. Once safe, we'll ask you to tell us about what happened. This can be upsetting, but we'll handle it as respectfully as possible, and you can bring someone to support you. You won't be asked to confront anyone and we won't tell anyone who you are if you prefer to remain anonymous.

Need to file a complaint?

Anyone who wishes to report a violation of this policy is asked to speak or write confidentially to Prof. Judith Gibbons (Email: Judith.gibbons@slu.edu) or Prof. Deon Meiring (Email: u04360982@up.ac.za).