

# CLARIN Annual Conference

## Code of Conduct

CLARIN aims to create a respectful, safe and inclusive environment for all participants of the CLARIN Annual Conference. CLARIN thus adopts this code of conduct to ensure all participants, regardless of gender identity, sexual orientation, disability, appearance, ethnicity, race, national origin, age, religion, or any other protected category under applicable law, can interact in an open and welcoming environment. All participants are expected to behave with integrity and respect towards other participants attending the conference, both in-person or online.

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### Encouraged Behaviour

In any debate, different expressions and opinions are inevitable. Please remain respectful towards other conference participants, and be mindful of your language. Be considerate and kind. This applies to verbal and written communication, as well as language used during discussions, social events and in presentations (including talks and posters).

The CLARIN Annual Conference brings together scholars from all over the world. Due to cultural differences, participants may have varied sensitivities and actions may sometimes be inadvertently perceived as offensive due to others' lack of awareness, rather than due to ill intent. In line with a reasonable assumption of good faith, always attempt to see both sides.

In addition, we encourage the following:

- Speak with clarity and use accessible and [inclusive language](#) in your talks and/or presentations
- Listen with patience, as not everyone may be well versed in your language
- Maintain your calm
- If you do not like a solution someone else is proposing, explain why and/or suggest an alternative
- Do not assume anyone's gender identity, sexual preference, survivor status, economic status, background, or health status
- Refer to people by their preferred gender pronoun; you may ask people what their preferred gender pronoun is, and, if unsure, can address them by their name.

Disagreements, scientific or otherwise, should be dealt with in a rational and civilised discussion and may require participants to simply respect another position.

Sensitive material relevant to academic inquiry must be presented and discussed in a respectful manner where the material is adequately contextualised. Aggressive conduct aimed to intimidate, marginalise, belittle, or disparage others (or their research area) is unacceptable.

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## Harassment Policy

The CLARIN Annual Conference is dedicated to providing a harassment- and abuse-free conference experience and thus expects all participants to refrain from unacceptable behaviour. Unacceptable behaviour is defined as improper or unwelcome conduct that might reasonably be perceived as causing offence or humiliation to another person, such as:

- Offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, and/or religion
- Sexual images in public spaces
- Deliberate intimidation
- Stalking or following
- Harassing photography or recording
- Disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Physical violence.

All communication, whether verbal or electronic, must be carried out in a respectful and polite manner. Inappropriate messaging or contact will not be tolerated.

Participants asked to stop any harassing behaviour are expected to comply immediately. If a participant engages in harassing behaviour and thus violates the above-mentioned rules, the conference organisers may take any action they deem appropriate. This may include exclusion of reported individuals from the conference and informing host institutions about filed harassment reports.

If you are being harassed or abused, observe someone else being harassed or abused, or have any other concerns, please contact the conference organisers immediately. This can be done by emailing [events@clarin.eu](mailto:events@clarin.eu) or by approaching the conference organisers directly. Conference staff can be identified by their badges and will be happy to support participants experiencing harassment to feel safe for the duration of the conference.

## Photo, Video and Recording Policy

Sexual language and imagery is not appropriate for any conference venue, including talks, workshops, or online media.

Everyone is asked to respect the privacy of other conference participants and refrain from unwanted photography, filming and/or recording. If in doubt, please ask before photographing, filming and/or recording other conference participants.

Recording of complete presentations is not permitted unless carried out by a professional entity that has been contracted for this purpose by or on behalf of the conference organisers.

Participants will be asked to give their consent for being included in photographs or video material as part of the registration process.

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## Enforcement and Scope

This code of conduct is not a legal document and thus does not affect the applicability of other relevant policies, regulations, rules and laws, including laws regulating the premises in which the online conference takes place and any applicable host country agreement. CLARIN complies with such policies and will report all inappropriate conduct accordingly.

We expect all participants (including attendees in-person and online, conference organisers and conference-related staff) to follow this code of conduct at the CLARIN Annual Conference, including workshops and conference-related social events, in order to ensure a safe environment for everybody.

This code of conduct was inspired by and in part adapted from:

- [1] [Template Code of Conduct by thewomenintech.in \(released under CC BY-NC-SA 4.0\)](#)
- [2] [Template Code of Conduct by https://confcodeofconduct.com/ \(released under CC BY 3.0\)](https://confcodeofconduct.com/)
- [3] [Code of Conduct of the Artificial Intelligence International Conference 2020](#)
- [4] [Code of Conduct ESSLLI 2023](#)