



Institut d'astrophysique de Paris



IAP Code of Conduct

The Institut d'Astrophysique de Paris (IAP) promotes a respectful, safe, and ethical research environment. As a reminder of the obvious, this includes:

- **Respect** for all people working at IAP (permanent and non-permanent) and intolerance of any discrimination, violence or harassment;
- The recognition of the need for **open communication** and **civility**;
- The promotion of **diversity and inclusivity**;
- **Scientific integrity**, upholding the highest professional and ethical standards in all conduct.

Discrimination: Everyone at IAP should treat each other with equity and respect, regardless of personal attributes including but not limited to: (alphabetically) age, disability, ethnicity, gender, gender expression, gender identity, lactation, nationality, physical appearance, political affiliation, pregnancy, religion, sexual orientation, and status as a caregiver (including as a parent).

Harassment: By law, the following behaviors are prohibited: verbal, non-verbal or physical harassment of any kind, disparagement, intimidation, exclusion, spreading personal rumors, humiliation.

Behaviors and language acceptable to one person may not be to another. At IAP, everyone must make every effort to ensure that words and actions communicate respect for others. In particular, sexual harassment is not tolerated at the IAP, including but not limited to inappropriate verbal and physical conduct, unwelcome sexual advances, and requests for sexual favors.

Scientific Misconduct: Scientific research has to be performed in a well-documented and ethically sound manner. Falsification of data or results, plagiarism, taking credit for others' work or any other scientific misconduct will not be tolerated.

Who to contact:

For help and support, you can call on your direct supervisor, a member of the thesis committee for Ph.D. students, the officers for equality of CNRS and Sorbonne Université at IAP, the prevention and security assistants (APS), the IAP committee against harassment and discriminations.

To address violations of this code of conduct, please contact any member of the IAP management team (i.e., the director, the deputies, and the administrator).

It is always possible to directly appeal to the structures set up by the supervisory institutions: the professional medical and social unit (in particular the prevention doctor, the social service, the human resources department), possibly a union representative, the regional delegate.

For IAP members, more information and contact people can be found here:

https://www-intranet.iap.fr/index.php?lieninterne=travailler_a_iap/RPS&selection_onglet=2&langue=en

The language in the definition of these expectations is drawn from the "LSST DESC Code of Conduct" which is licensed for reuse under Creative Commons CC0 1.0 <https://creativecommons.org/publicdomain/zero/1.0/>

Document written by the IAP Equality correspondants and referents at CNRS and Sorbonne, with input from the Committee against harassment and discriminations and the IAP management team ("équipe de direction"), and approved by the Laboratory Council on 01/24/2022.