

OMERACT CONFERENCE CODE OF CONDUCT

SUMMARY

OMERACT is dedicated to fostering an inclusive, safe, and respectful environment for all conference attendees, but particularly to support the inclusion of traditionally underrepresented groups. We strive to create a community where everyone—irrespective of age, sex, sexual orientation, gender identity or expression, disability, physical appearance, body size, race, ethnicity, religion, or other group identity—feels valued and safe.

This Code of Conduct sets forth OMERACT's expectations for everyone involved in our conferences, whether attending in person or engaging in our official online platforms. We require all participants and organizers to adhere to these guidelines as we work to ensure a nurturing and secure atmosphere. Breaches of this Code are considered severe and will be dealt with accordingly.

We prioritize the safety and well-being of marginalized individuals over the comfort of more privileged groups.

EXPECTED BEHAVIOUR

OMERACT is committed to nurturing an inclusive community grounded in shared values, encouraging a culture where it's comfortable to explore ideas, ask questions, and admit to not understanding. Whether you are participating in person or virtually, we expect professional and constructive communication, characterized by:

- Showing kindness, respect, and consideration to all participants, regardless of physical or virtual participation
- Being receptive to diverse perspectives and opinions.
- Addressing disagreements or conflicts courteously and constructively.
- Treading carefully around sensitive topics (e.g., sex, war, abuse, racism) and providing content warnings when they are directly relevant to the research under discussion.
- Collaborating with conference organizers if your presentation includes sensitive topics, to ensure the audience is prepared for the content
- Adhering to the rules and policies established by the conference venues.
- Consuming alcoholic beverages responsibly at networking events.
- Taking proactive steps, including alerting OMERACT representatives, to minimize risks associated with dangerous situations, unacceptable behavior, or people in distress.
- Citing any OMERACT content appropriately when shared externally.

- Properly attributing materials and references used in your presentations.

SOCIAL MEDIA POLICY

We encourage the sharing of images, talks, and workshops on social media platforms to amplify the reach and impact of the conference. However, if a presenter wishes to restrict the sharing of specific content, it is their responsibility to explicitly indicate this by clearly marking or announcing the content in question.

By adhering to these guidelines, we can foster an atmosphere of open exchange while respecting the boundaries and wishes of our presenters.

UNACCEPTABLE BEHAVIOUR

OMERACT is committed to fostering an inclusive and respectful conference environment, free from harassment in any form—be it in person, via official OMERACT channels, or on social media platforms. We hold all attendees, both physical and virtual, to these standards.

Harassment encompasses a range of unacceptable behaviors, both verbal and written, that manifest either in physical settings or virtual spaces. This includes derogatory remarks, discriminatory actions, and any conduct that creates an intimidating or hostile environment.

Examples of harassment include (but are not limited to):

- Derogatory or belittling comments directed at an individual or group.
- Physical or verbal mistreatment of any attendee.
- Unwanted or derogatory verbal remarks, including exclusionary comments.
- Unsolicited physical contact.
- Inappropriate sexual attention or advances.
- Non-consensual disclosure of someone's identity or personal details.
- Intentional misgendering or use of a name the person has chosen to discontinue.
- Publicizing non-harassing private conversations without consent.
- Persistent one-on-one communication after a request to stop.
- Displaying sexually explicit or discriminatory images in public spaces or during presentations.
- Stalking, intimidation, or unwarranted following of participants.
- Persistent disruption of presentations, discussions, or other events.
- Retaliating against anyone for reporting a violation of the code of conduct.
- Advocating for or encouraging any of the above behaviors.

IMMEDIATE SERIOUS THREAT TO PUBLIC SAFETY

If you encounter or witness an immediate or severe safety concern, please contact local law enforcement authorities right away, followed by alerting an OMERACT representative.

CONSEQUENCES

Upon receipt of a report concerning unacceptable conduct, OMERACT's management group will thoroughly review the situation and consult with relevant parties to determine an appropriate response aimed at ensuring community safety. Should they find that an individual has violated the code of conduct, OMERACT reserves the right to take one or more of the following actions against the offender:

- Issuing a formal warning and demanding immediate cessation of the unacceptable behavior.
- Requesting the retraction of offensive written content.
- Ejecting them from the OMERACT conference and associated social events, without a refund.
- Prohibiting their participation in future OMERACT activities and events.
- Reporting criminal actions to local law enforcement authorities.

REPORTING

If you encounter any conduct that raises concerns, please complete [this form](#). for further investigation. Should you be uncertain about how to move forward, feel free to reach out to any member of OMERACT's management group or the event organizers for guidance.

All submitted concerns will be carefully examined by OMERACT's management group. Should a conflict of interest be identified with any member involved, an impartial panel of three members from OMERACT's senior leaders will take over the review process. Utmost care will be taken to maintain the confidentiality of both the individual reporting the incident and the victim involved.

ACKNOWLEDGEMENTS

This Code Of Conduct was influenced by and adapted from the AIMOS conference code of conduct.