

Code of Conduct

Preamble

The following is a Code of Conduct for participants of public events hosted by ZAS, including conferences, seminars, workshops, receptions, etc., and social events taking place within the event framework (e.g., outings or dinners). This Code of Conduct is dedicated to fostering an inclusive and welcoming environment for all by describing expected behavior and outlining ways in which the organizers will address problems that may arise.

This Code of Conduct is based upon the Linguistic Society of America's code of conduct for events (www.lsadc.org).

Unprofessional behavior

All participants must maintain professional integrity in their relationships and interactions with one another.

“Participant” in this policy refers to anyone present at ZAS public events, including staff, contractors, vendors, exhibitors, venue staff, and all other attendees.

Harassment includes, but is not limited to:

- Verbal comments that reinforce social structures of domination, such as racist comments or comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, ethnicity, age, socioeconomic status, religion (or lack thereof), language, etc.;
- Deliberate intimidation, stalking, or following;
- Harassing photography or recording;
- Sustained disruption of talks or other events;
- Inappropriate use of nudity and/or sexual images (including presentation slides or handouts);
- Inappropriate depictions of violence (including presentation slides or handouts);
- Inappropriate physical contact;
- Unwelcome sexual attention;
- Advocating for, encouraging, or condoning any of the above behavior

The first point also applies to metalinguistic uses of language except for scientific inquiries that require mentioning discriminatory language with the above characteristics. In this case, mentioning such language should be signaled by means of a content warning and marked

accordingly as, e.g., a citation or corpus evidence. Otherwise, discriminatory language should not be used in linguistic argumentation.

Inclusive behavior

Policies alone cannot eliminate problematic conduct. Accordingly, this Code of Conduct includes an expectation that all participants proactively work to establish a culture of respect where everyone feels welcomed and valued. To accomplish this, participants are asked to speak up and take action when these values are not adhered to, and recognize that power differences and hierarchies inherent to academia and broader society may inhibit many parties (including students and junior scholars) from feeling free to object to or report problematic behavior (details on reporting below).

ZAS encourages all participants to proactively engage in inclusive behavior, e.g.:

- acknowledge the opinions, skills, and contributions of others, especially those of individuals whose voices are most likely to be overlooked;
- solicit diverse opinions;
- give honest feedback to others in a compassionate and respectful manner;
- refrain from disruptive or monopolizing behavior, especially during talks and question periods;
- attempt to diffuse disagreements before they escalate;
- advocate for others when they are unable to advocate for themselves, or in instances of prejudice or discrimination; and
- provide encouragement, help, support, or mentorship to colleagues when needed.

Reporting

Harassment and other violations of this Code of Conduct reduce the value of our events for everyone and will not be tolerated. If someone makes you or anyone else feel unsafe or unwelcome, or if you witness unacceptable behavior, please report it as soon as possible.

You can report a violation:

- in person or over email to an organizer;
- in person or over email to the director of the ZAS;
- or via the [anonymous CoC violation form](#).

Enforcement

ZAS will take action to redress any behavior designed to, or with the clear impact of, disrupting the event or making the environment hostile for any participants.

Participants who are reasonably and politely asked by another participant to stop engaging in a particular behavior should comply immediately. Failure to do so could and should result in the filing of a violation report (see above).

If a participant has a report filed against them, the event organizers will review the report and will contact the participant so they can consider their version of the incident. The organizers might also consult with the person who filed the report or other people involved in or with knowledge of the incident.

The organizers will decide, as quickly as possible, the extent to which the behavior reported constitutes a violation of the Code of Conduct. Possible responses include:

- no response (if the behavior is found not to constitute a violation);
- a warning to the participant that their behavior constitutes a minor violation, but that continued behavior would constitute a major violation; and
- expulsion from the event and a record of the incident that will be available to future organizers (if the behavior is found to constitute a major violation).

Effective date

This Code of Conduct becomes effective on 01.12.2024 and is made publicly available on the ZAS website.