

## Code of conduct PhD Congress

The PhD students congress is above all a space for exchange and sharing of knowledge. The organizers as well as the participants hope that this congress will be productive and intellectually stimulating but also enjoyable and inclusive. In order to respect these values, please read and follow the rules below.

1) We do not tolerate any form of discrimination. Each participant should be treated in the same way, regardless of (alphabetically) academic status, age, ethnicity, gender, nationality, physical appearance, political opinion, religion, sexual orientation, social class. As mentioned previously, the PhD Congress should be as inclusive as possible.

2) Verbal, non-verbal, physical or sexual harassment will be absolutely not tolerated. Behavior and language acceptable to one person may not be to another, so pay attention to each person's limits and sensitivity.

3) World of scientific research, particularly in physics, is unfortunately still very patriarchal and dominated by men. This favors sexist and sexual violences. The PhD Congress must absolutely be a safe space, where this type of violence is totally excluded. As a reminder, according to a report from the French government : "sexist and sexual violences (harassments, assaults, rapes, ...) cover situations in which one person imposes on another person one or more behaviors, one or more comments (oral or written) of a sexual nature" (<https://www.economie.gouv.fr/files/files/2020/Guide-violences-sexistes-et-sexuelles-Comprendre-et-Agir.docx.pdf>). Within the PhD Congress, this kind of behavior is absolutely prohibited.

4) In all cases, be kind and understanding to other participants. Comments on their work should be helpful. Keep in mind that we are not judging a person but the work they have produced and with the only aim of improving it.

5) Plagiarism is strictly prohibited. If you would like to use or mention someone's work, please quote them.

6) If you want to share photos of someone on social media, ask for permission first.

If you are a victim and/or witness of any violation of these guidelines, you can, during the congress, contact the following organizers : Anaïs Widmer ([widmer@apc.in2p3.fr](mailto:widmer@apc.in2p3.fr)).

You can then contact the organizations within your university :

- Université Paris Cité : [signalement@u-paris.fr](mailto:signalement@u-paris.fr)  
(<https://u-paris.fr/violences-sexistes-et-sexuelles-un-nouveau-dispositif-de-signalement-a-luniversite/>)
- Sorbonne Université : [sciences-mission-egalite@sorbonne-universite.fr](mailto:sciences-mission-egalite@sorbonne-universite.fr)  
(<https://sciences.sorbonne-universite.fr/faculte/pour-legalite-et-la-non-discrimination>)
- Université Paris Saclay : [harcelements@universite-paris-saclay.fr](mailto:harcelements@universite-paris-saclay.fr)  
(<https://www.universite-paris-saclay.fr/luniversite/diversite-egalite-inclusion-handicap/une-politique-de-lutte-contre-les-violences-sexistes-et-sexuelles>)
- Université PSL : [cev@psl.eu](mailto:cev@psl.eu)  
(<https://www.ens.psl.eu/des-campus-au-coeur-de-paris/lutte-contre-les-discrimination-s-le-harcelement-et-les-violences>)