

# Code of Conduct

EASE is an international community of members from a wide range of backgrounds and cultures, drawn from many professional disciplines and geographic locations.

We welcome and value the participation of every member in our activities. We want everyone to have a fulfilling and enjoyable experience in their interactions with EASE, its members and the wider scholarly publishing community and to feel safe and heard in those interactions.

We firmly believe that the vast majority of people are intelligent, considerate and do not deliberately set out to cause harm. However, there are times when behaviour can be inappropriate, offensive or otherwise cause stress to others, sometimes through ignorance, lack of self-awareness, and rarely with malice.

This Code of Conduct sets our expectations for members' behaviour when interacting with EASE staff, Council, Committee members, ordinary members and the wider community. This code includes all interactions, both in person and online, at our events and through all our communication and social media channels. It is also important that members uphold the highest standards of integrity when representing themselves as an EASE member.

## Expected behaviour

We value and welcome the participation of every member and want everyone to have a fulfilling and enjoyable experience in their interactions with EASE. We expect you to respect our staff, volunteers and other members, and embrace the diversity of the EASE membership.

As such, we expect the following:

- All communication should be appropriate for a professional audience of people of many different backgrounds.
- Empathise and be respectful of others, be polite and do not use insulting language, harass anyone, impersonate people, or expose their private information.
- Be encouraging. Include others in the conversation where appropriate and value their contributions. Additionally, avoid jargon, slang, and cultural references that can exclude others from engaging.

- Participate constructively. Aim to improve the discussion and ensure that your contribution is on topic and helpful for others. Never post spam or attempt to mislead others.
- Pay attention to non-verbal communication. Ensure that your behaviour is considerate and any physical contact is consensual.
- In your professional life, avoid behaviour that may bring EASE into disrepute, such as failing to follow the [Principles of Transparency and Best Practice in Scholarly Publishing](#), committing [research misconduct](#), or breaching [academic integrity](#).

## Reporting violations

If someone makes you or anyone else feel unsafe or uncomfortable or otherwise violates the Code of Conduct, please bring this to the attention of the Secretary who will refer it to the relevant Council member, so they make take the necessary action to resolve the issue. Your communication will be confidential.

## What will we do if this Code of Conduct is violated

1. Any participant(s) violating this Code will be asked to stop any poor/harassing behaviour and are expected to comply immediately.
2. Anyone violating this Code of Conduct will be blocked—without warning—from the space where the incident occurred, for instance, they will be expelled from the meeting/event, or blocked from our social media channels and our community fora.
3. They may also be banned from all interaction on all platforms either for a period of time or indefinitely at our discretion, and/or their interactions placed on moderation, so they may be checked before publication.

## Reinstatement

Requests to be reinstated after being blocked or banned will be considered by Council after 3 months. Requests should be sent to [secretary@ease.org.uk](mailto:secretary@ease.org.uk).

## Reviewing this policy

This Code of Conduct is adapted from several others, including O'Reilly Media Conferences, FORCE11 and CrossRef, [WAME](#). The EASE Council will review this Code of Conduct regularly. Please contact [secretary@ease.org.uk](mailto:secretary@ease.org.uk) if you have any comments about it or suggestions.

EASE Secretary  
12 August 2022