

## Code of Conduct for CEPR Meetings

### The spirit of CEPR

CEPR seeks to provide a safe and productive meeting environment conducive to the exchange of scientific ideas. Organisers of CEPR conferences should remind participants of this 'spirit of CEPR' in the lead up and during their conference. This can be done by referring to this code of conduct in the opening remarks of an event, including it in electronic communications before the start of the event, and adding an encouraging reminder to the programme, the conference website or any handouts given to the participants during the event. A reminder may be as brief and to the point as 'remember to be civil'.

Our events are intended to provide equal opportunities and treatment for all participants and are free of harassment and discrimination. Free and open discussion and debate are essential elements of academic interaction, but paper presenters, discussants, and other conference participants are expected to treat others with respect and consideration, to follow venue rules, and to alert meeting organisers to potentially dangerous situations or problems. All participants are also expected to abide by standards of scientific integrity and professional ethics, in particular by disclosing any financial interests or other ties that might be viewed as creating conflicts of interest as described in CEPR's Ethics and Disclosure, Conflict of Interest, and Fraud, Bribery and Corruption Policies <https://cepr.org/content/research-policies>.

CEPR does not tolerate discrimination or harassment in any of its activities. Discrimination is the prejudicial treatment of individuals based on race, ethnicity, gender, sexual orientation, age, disability status, or any other attribute. Harassment includes speech or any behaviour, such as remarks, both spoken and in other media, bullying, physical contact, stalking, sexual advances, and unwelcome attention, that creates an intimidating, hostile, offensive, or threatening environment. Behaviour that is acceptable to one person may not be acceptable to another, and harassment that is intended or delivered in a joking manner is unacceptable.

To deduce whether certain behaviour has fallen below the standard required to achieve the spirit of CEPR, the following elements can be considered:

- If it is apparent that some participants in a session are made to feel uncomfortable by certain behaviour, it is likely that this behaviour does not meet the right standard.
- If behaviour includes remarks that are aimed at a person rather than to that person's work, this could indicate the behaviour has fallen below standard.
- If behaviour includes the repetition of remarks, even if a chair has intervened, this could indicate the behaviour has fallen below standard.
- If behaviour includes charged words, this could indicate the behaviour has fallen below standard.

To achieve a real change in culture of the profession in Europe, having participants in the room enforcing the spirit of CEPR is key. This code of conduct aims to empower not only the conference organisers, but anyone attending a CEPR event, by being able to refer to these guidelines. Particular attention should be given to younger researchers who may be more vulnerable to below-standard conduct. Suggestions include:

- A 10-minute moratorium on comments at the start of a presentation.
- Only allowing clarification questions during presentations, and other questions afterwards.
- Positively reminding participants of the code of conduct.

## **Sanctions**

Anyone who experiences or observes discrimination or harassment should report this behaviour to the local conference organisers, or to the [Chair of CEPR's Appointments and Remuneration Committee \(ARCo\)](#), who can be contacted through [arcochair@cepr.org](mailto:arcochair@cepr.org). Reports of discrimination or harassment will be maintained in confidence to the extent that doing so does not compromise CEPR's ability to investigate the reported conduct or the rights of others.

Individuals violating this policy or making allegations in bad faith may be subject to disciplinary action. CEPR reserves the right to take actions including, but not limited to, removing an individual from a meeting without warning, prohibiting an individual from attending future CEPR meetings, terminating an individual's affiliation with CEPR, and notifying an individual's employer. Retaliation against any person who files a complaint in good faith, or assists in the investigation of such a complaint, is also a violation of this policy and may also be subject to disciplinary action.