

Armagh Observatory & Planetarium conferences and workshops are intended for networking and collaboration primarily in astronomy & astrophysics, but could also span other areas such as other sciences, heritage or education. We value the participation of each member of the community surrounding the topic of our AOP conferences and want all attendees to have an enjoyable and fulfilling experience. Accordingly, all attendees are expected to show respect and courtesy to other attendees throughout the conference and at all conference events. AOP organisers commit to making conferences, workshops, and all associated activities productive and enjoyable for everyone. We will not tolerate harassment of participants in any form.

All delegates, attendees, speakers, exhibitors, organisers and volunteers at any AOP event are required to conform to the following Code of Conduct.

Please follow these guidelines:

1. Behave professionally: Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment includes sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking and photography or recording of an individual without consent. It also includes offensive comments related to individual characteristics, for example: age, gender, sexual orientation, disability, physical appearance, race, nationality or religion.
2. All communication should be appropriate for a professional audience including people of many different backgrounds. Derogatory, sexual or sexist language and imagery is not appropriate.
3. Be respectful and do not insult or put down other attendees or facilitators of the event. Critique ideas not people.
4. Should a participant witness events of bullying, harassment or aggression, we recommend that they approach the affected person to show support and check how they are. The witness may also wish to suggest that the person report the inappropriate behaviour. However, it is up to the affected person alone whether or not they wish to report it.
5. If participants wish to share photos of a speaker on social media, we strongly recommend that they first get the speaker's permission.
6. Participants may share the contents of talks/slides via social media unless speakers have asked that specific details/slides not be shared.

Every AOP conference will have a designated Organising Committee, of whom up to two members will be designated as the contact points for all matters related to this code.

Participants can report any violation of these guidelines to these designates in confidence. AOP aims to respond to any reports as quickly as possible.

If asked to stop inappropriate behaviour participants are expected to comply immediately and, in serious cases, may be asked to leave the event without a refund. AOP will not tolerate retaliation against anyone reporting violations of this code of conduct. We expect participants to follow these rules at all event venues and social activities, whether organised by the conference or informally by other participants.

**Thank you for helping to make AOP conferences and workshops welcoming for all.**