

NZMC Women in Mathematics Event: Code of Conduct

At the NZ Mathematics Colloquium Women in Mathematics (WiM) events, we are committed to the open exchange of ideas, the freedom of thought and expression, and respectful discussion. These require a community and an environment that recognises the inherent worth of every person and group, that fosters inclusion, dignity, understanding, and mutual respect, and that embraces diversity.

For these reasons, the organisers are dedicated to providing a harassment-free experience for participants at our events.

Harassment and hostile behaviour are unwelcome at any WiM event. This includes: speech or behaviour (including in public presentations and online discourse) that intimidates, creates discomfort, or interferes with a person's participation or opportunity for participation in the event. We aim for our events to be an environment where harassment in any form does not happen, including but not limited to: harassment based on race, gender, religion, age, color, national origin, ancestry, disability, sexual orientation, or gender identity. Harassment includes but is not limited to: verbal comments that reinforce social structures of domination [related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, etc]; sexual images in public spaces; deliberate intimidation, stalking, or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; unwelcome sexual attention; and advocating for or encouraging any of the above behaviour.

It is the responsibility of the community as a whole to promote an inclusive and positive environment for our scholarly activities. In addition, any participant who experiences harassment or hostile behaviour may contact any of the WiM event organisers or nominated individuals [Dion O'Neale – d.oneale@auckland.ac.nz; Astrid an Huef – astrid@maths.otago.ac.nz; Nicolette Rattenbury - nicolette.rattenbury@auckland.ac.nz; Hinke Osinga – h.m.osinga@auckland.ac.nz] who will be available in person at the WiM event, during the NZ Mathematics Colloquium, and via e-mail. Please be assured that if you approach us, your concerns will be kept in strict confidence, and we will consult with you on any actions taken.

Implementation

This code should be posted prominently on all event webpages, with a notice of a list of people who can be contacted by community members with concerns. In case of a formal complaint, the contacted representative(s) will first speak to all parties involved to try to resolve the issue – without presupposition of guilt.