

## FEDERATION OF LATIN AMERICAN AND CARIBBEAN NEUROSCIENCE CODE OF CONDUCT

Through our congresses and other events, the Federation of Latin American and Caribbean Neuroscience Societies (FALAN) fosters open exchange and critical evaluation of scientific ideas, facilitates the development of new collaborations, and reinforces the development and consolidation of neuroscience research in the region. To these ends, FALAN wants its meetings to be inclusive and for participants to feel safe and welcome.

All participants at FALAN congresses and FALAN-organized events are expected to be familiar with this Code of Conduct and should behave professionally, treating each other with respect and consideration. This includes thoughtful appreciation of each one's own professional status and position and an attempt to understand the status and position of others who may not share the same background or privilege. An open, inclusive environment is one where all participants emphasize supportive and empathic behaviors. Participants must recognize that power and status affect how others receive words and actions and how others express themselves (or feel limited in their expression).

The following behaviors are strictly prohibited at the FALAN congresses and other events, whether the behavior is expressed physically, verbally, or in writing.

**Sexual harassment** of any participant, including scientific attendees and their guests, vendors, support staff, service providers, and volunteers. Harassment includes but is not limited to unwelcome conduct of a sexual nature, including advances or propositions, requests for sexual favors, sexually explicit jokes, unnecessary touching, catcalling and other conduct of a sexual nature. Participants must recognize that behavior that is acceptable to some people may not be acceptable to all, and that people in junior positions or from less privileged backgrounds may be reluctant to explicitly object to unwelcome behavior.

**Discrimination** of any kind including, but not limited, to discrimination on the basis of race, ethnicity, culture, national origin, sexual orientation, gender identity and expression, social and economic class, educational level, immigration status, age, ability, marital or family status, political belief, or religion. Be aware that jokes or attempts to make light of status difference or physical appearance generally reinforce, rather than diminish, power differences. Words or actions that manipulate status or power to belittle, offend, or otherwise disenfranchise meeting attendees are unacceptable, as are inappropriate comments made in a joking manner.

**Bullying, intimidation, and physical harm** of any participant through behavior that frightens, threatens, or humiliates the recipient, including disruption of presentations as well as stalking or following. We recognize that scientific disagreements will sometimes arise and we, in no way, want to stifle scholarly and scientific discussion, but these discussions should be fair and respectful, focusing on the science rather than the individuals discussing it.

**Retaliation** for reporting inappropriate behavior, as well as **bad faith reports** of inappropriate behavior, are unacceptable and will be considered a violation of the code of conduct.

Reports of violations of the code of conduct will be treated with strict confidentiality. Those experiencing or witnessing violations of the code of conduct can report them in person to

any FALAN officer or congress organizer (easily identifiable by proper conference name tags) or in writing by sending an email to any FALAN officer (whose emails addresses will be clearly posted in FALAN website, [www.falan-ibrolarc.org](http://www.falan-ibrolarc.org)).

Anyone who violates the code of conduct will be asked to stop engaging in inappropriate behavior and may be prohibited from presenting, expelled from the meeting without refund, or prohibited from attending future meetings if this inappropriate behavior is reiterative. FALAN believes that National Societies (members of FALAN) and home institutions of our event attendees are best equipped to further investigate allegations or violations and to evaluate and determine appropriate actions consistent with their employment and academic obligations. In the case of an allegation of violation of the code of conduct in a FALAN-organized event, FALAN may document and refer allegations to the attendee's home National Society for its review and sole determination regarding possible actions. To the extent possible, documentation will be held in confidence by FALAN's officers and/or congress organizers.

This Code is not in any way a description of legal obligations. FALAN congress organizers and FALAN officers reserve the right to enforce this code of conduct in any manner deemed appropriate.