European Association of Work and Organizational Psychology

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Code of Conduct Regulation

Purpose

The European Association of Work and Organisational Psychology is dedicated to safe and respectful academic and professional interactions between and among its members, where the dignity of all is cherished and protected. EAWOP is, therefore, dedicated to providing safe and harassment-free event experiences for everyone. As an association, EAWOP does not tolerate harassment in any form by or against EAWOP members, event participants, or anyone associated with organising an EAWOP event. Acts of harassment can be physical, psychological and/or sexual, be one-off incidents or more systematic patterns of behaviour, and range from minor cases of disrespect to more serious acts, including criminal offences, which may require the intervention of public authorities.

The purpose of this Code of Conduct is therefore to support the maintenance of such a safe and respectful environment in which harassment, bullying and discrimination are unacceptable, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, or religion, or any other characteristic subject to discrimination. EAWOP shares in this respect the same values as indicated in the *APA Code of Conduct*, and uses these as a point of reference, comparable to the *Universal Declaration of Human Rights*.

As such, we expect that all EAWOP members and attendees at EAWOP events (whether physical events or online events) shall:

- Be kind and respectful to others
- Behave in a professional manner, and respect all academic standards
- Refrain from insulting or putting down other attendees or those involved in the organisation of an event
- Refrain from engaging in acts (including verbal and/or written acts) that are harassing, sexist, racist, defamatory or exclusionary in nature.

EAWOP also encourages our members and participants to cherish critical and substantial academic and professional comments and dialog, perceiving them as well-intended and at the heart of scientific and academic activity.

Definitions

Harassment covers a wide range of behaviours of an offensive nature. It is commonly understood as behaviour that demeans, humiliates, and intimidates a person, including any verbal or physical abuse, threat, derogatory remarks, inappropriate jokes, innuendo, or taunts about appearance or beliefs likely to create awkwardness or embarrassment in the target.

Bullying refers to repeated disrespectful behaviour, which in general is likely to cause discomfort to the person exposed to it, being demeaning, insulting, hurting, or threatening the person in question or causing fear.

Sexual harassment is any sexual conduct which is unwanted by the person affected and has the purpose or the effect of offending his or her sensibilities, particularly if the behaviour leads to

threatening, hostile, demeaning, degrading, or insulting circumstances. The behaviour can be verbal, non-verbal, or physical.

Gender-based harassment is behaviour that relates to the gender of the person subjected to it, is unwanted, and has the purpose or effect of offending the dignity of the person involved and creating circumstances that are threatening, hostile, degrading, demeaning, or insulting for the person affected.

Violence is any kind of behaviour that causes, or could cause, physical or psychological damage or suffering for the person affected, including threats of such nature, coercion, or random deprivation of freedom.

Some examples of unwanted behaviour (not limitative):

- offensive comments and remarks (verbal or in writing) related to personal characteristics, such as gender, sexual orientation, disability, physical appearance, body size, race, religion
- deliberate intimidation, stalking, or following,
- harassing photography or recording, or distributing disinformation,
- sustained illegitimate disruption of talks or other events,
- inappropriate physical contact,
- unwelcome sexual attention or sexual images in public spaces,
- professional or academic misconduct
- advocating for, or encouraging, any of the above behaviours
- undermine or refer to other individuals' credibility, character, or memory of events in a hostile or disrespectful manner.

Incident reporting and resolution

If you experience harassment or unwanted behaviour in breach of this code of conduct, notice that someone else is being harassed, or have any other concerns regarding the safety and dignity of yourself or another, in the first instance, please inform the individual engaged in this harassing or unwanted behaviour, and remind them of the code of conduct. If you are hesitant about addressing the person yourself, report it as soon as possible to a member of the organising committee of the event or to a member of the EAWOP Executive Committee (eawop.secretary@gmail.com). This can be done in person or in writing.

Investigation Process and Enforcement

When a complaint is received, the involved persons will be informed about the incident that was reported and given the opportunity to tell their side. If necessary, observers and witnesses may be called upon before a decision is made.

If an individual is found to be in breach of the code of conduct, they will be asked to stop the reported behaviour, and they are expected to comply immediately. Individuals violating this code of conduct may be sanctioned or asked to leave the event (without a refund) at the discretion of the event organisers and/or the EAWOP Executive Committee. Depending on the severity and duration of such breaches, an EAWOP member may be subjected to suspension or divested of their membership.

In the case of suspension, the EAWOP Executive Committee can suspend a member for a period of no more than three months, and it can extend this suspension once only for no more than three months. In case suspended members are part of a body of the Association, their suspension also entails suspension from their position in said body.

In the case of termination of membership, the termination is effected by the EAWOP Executive Committee that informs the member in question of the decision, stating reasons as soon as possible.

EAWOP Code of Conduct Commission

Should further investigation of an incident be required it will be conducted by an EAWOP Code of Conduct Commission. The commission will be appointed by the Executive Committee from amongst EAWOP members and will consist of at least three (3) persons who cannot be members of the Executive Committee. Both genders will be represented in the commission.

The members of the present Code of Conduct Commission are the following:

- Kimberley Breevaart
- Ståle Einarsen
- Alfredo Rodríguez Muñoz

The members of the Code of Conduct Commission commit to the commission for at least three (3) years. In case of a conflict of interest between the alleged and the commission, the EAWOP EC will appoint an alternate.

Furthermore, should it be necessary to suspend a member or terminate their membership, this member is authorised to appeal this decision within one month after the receipt of the notice. The member will remain suspended during the period of appeal and pending the appeal. In this instance, given the often-sensitive nature of such issues, the General Assembly of EAWOP delegates its authority to the EAWOP Code of Conduct Commission to process the appeal and decide regarding the appeal on its behalf. The modus operandi of the commission shall be in accordance with these Code of Conduct Regulations.

Evaluation

This Policy extends to all EAWOP members and attendees at EAWOP events and will be reviewed every 3rd year by the EAWOP Executive Committee.

Approved by the members of the EAWOP General Assembly on 31st March 2025.