

Code of conduct of events associated to GDR SI

Mai 2025

This document is intended for participants in events organized by the GDR *Securité Informatique*, in particular the national days. It aims to establish a set of good practices and values that are important in our community and that can raise awareness about inclusion.

We remind you that psychological harassment, sexual harassment, or even racist or discriminatory injures are offenses liable to prosecution. Furthermore scientific conflicts must be handled with respect for the people involved.

Good conduct during the event (non-exhaustive list)

Status : Kindness and sensitivity towards different cultures and genders should be promoted. It's important to ensure that everyone feels free to express themselves during scientific exchanges and more convivial moments. It's also important to realize that our perception of situations can change depending on our status : a permanent member of staff with a lot of experience can be intimidating for a younger member of the community.

Language : It is necessary to use appropriate language without sexual innuendo, or language that is offensive to different cultures. This is particularly important when making presentations, but also when taking the floor during breaks, debates or question time.

Discrimination : The signatory acknowledges that discrimination is prohibited. Article 1 of the French LAW N°2008-496 of May 27, 2008 gives us a list of 23 discrimination criteria : age, state of health, political opinions, physical appearance, vulnerability resulting from economic situation, sex, disability, trade union activities, name, ability to express oneself in a language other than French, origin, genetic characteristics, philosophical opinions, morals, bank address, gender identity, sexual orientation, loss of autonomy, place of residence, pregnancy, marital and family status, beliefs, membership or non-membership of a religion, membership or non-membership of an ethnic group or nation.

Conviviality : Alcohol sometimes accompanies parties and festive occasions. It's important to ensure that these moments of relaxation don't exclude non-alcohol drinkers. The choice to drink (in moderation!) or not to drink must be respected. Furthermore, alcohol cannot be used as an excuse for inappropriate behavior.

Harassment : **No form of harassment or intimidation will be tolerated.** The following behaviors are deemed unacceptable :

- Threats or aggressive behavior towards another person, personal insults particularly involving racist, sexist, homophobic, or xenophobic language.
- Jokes with a discriminatory nature.
- Unsolicited emotional or physical intimacy, including sexual advances, sexually suggestive contact, or comments regarding another person's gender, sexual orientation, or attire.
- The questioning of the principles outlined above.

The GDR responsables reserve the right to take any action deemed necessary following a violation of this Code of Conduct. This includes, without prejudice to other actions, reporting to the host institutions and temporary or permanent exclusion from events organized by the GDR.

Reporting and Support

If you experience or witness a violation of this Code of Conduct, we are here for you. You can share an incident by contacting our CoC team personally (during the event) or sending an email. When you report on an incident :

- We will listen without judgment.
- We will never pressure you to act or share more than you're comfortable with.
- We will treat your report with discretion, confidentiality and seriousness. Your privacy and comfort are our priorities.
- We will try to find solutions.
- We will not take any action without your explicit consent.
- We will work with you to understand what support you need, whether that's someone to talk to, help navigating next steps, or simply space and time.

References

This code of conduct is using parts of the code of conduct of the GT C2 :

- https://langloi227.users.greyc.fr/webpage/CodedeconduiteC2_2024.pdf, written by the parity equality committee of the GT.

It also takes sentences or paragraphs of the following documents :

- Anne-Cécile Orgerie. Code de conduite - Journées scientifiques. GreenDays 2025, Mar 2025, Rennes, France. <https://inria.hal.science/hal-05041948>.
- Code of conduct of the SMAI : <http://smi.emath.fr/spip.php?article803>
- Decrypting Diversity Summit <https://decryptingdiversity.com/code-of-conduct/>

Laws (in French)

- Loi n° 2008-496 du 27 mai 2008 qui donne une liste de 23 critères de discrimination (qui sont repris dans le premier paragraphe du présent Code de conduite) : <https://www.legifrance.gouv.fr/loda/id/JORFTEXT000018877783/>
- Article 11 de la déclaration du 26 août 1789 des droits de l'homme et du citoyen sur la liberté d'expression : https://www.legifrance.gouv.fr/loda/article_lc/LEGIARTI000006527437
- Article 222-33 du code pénal sur le harcèlement sexuel : https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000037289662
- Article 222-33-2 du code pénal sur le harcèlement moral : <https://www.legifrance.gouv.fr/codes/id/LEGISCTA000047052746>
- Article R625-8 du code pénal sur les injures à caractère raciste et discriminatoire : https://www.legifrance.gouv.fr/codes/section_lc/LEGITEXT000006070719/LEGISCTA000006165460/
- Article L1142-2-1 du code du travail sur les agissements sexistes : https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000031072447

Other references (in French)

- Le vade-mecum sur le harcèlement sexuel dans l'enseignement supérieur et la recherche de la CPED (Conférence Permanente des chargée.s de mission Égalité et Diversité) : <https://www.cped-egalite.fr/wp-content/uploads/2019/03/VademecumHS-web.pdf>
- La charte française de déontologie des métiers de la recherche de l'Ofis (Office français de l'intégrité scientifique) : <https://www.ofis-france.fr/la-charte-francaise-de-deontologie-des-metiers-de-la-recherche/>
- Le vade-mecum sur l'intégrité scientifique de l'Ofis (Office français de l'intégrité scientifique) : https://www.ofis-france.fr/wp-content/uploads/2022/11/2017_VadeMecum_Integrite-scientifique.pdf
- La charte des membres de l'IRIF : <https://www.irif.fr/informations/charte>
- La charte contre le harcèlement sexuel et moral du CMAP : <https://gargantua.polytechnique.fr/siatel-web/app/linkto/mICYYYTJpLY6?aw=1>