Aims
As members of the activities organized by the AEBINUM, for which you decide to take part, you accept to acknowledge, respect and enforce common values presented here. As an organizer, moderator, speaker, observer or participant of an activity, we are expecting you to follow these principles at the best of your capabilities: the AÉBINUM will not tolerate any other behaviour.

Inclusion
We value the participation of every member of our community and want to ensure that every member has a positive and educational experience. Therefore, we aim to create an environment unhindered by unnecessary challenges for the participants arising from non-inclusive behavior. Accordingly, everyone who participates is expected to show respect and courtesy to other community members at all times. We are particularly motivated to support new and/or anxious collaborators, people who are looking to learn and develop their skills, and anyone who has experienced discrimination in the past, while respecting personal boundaries.

Prohibited behaviors
We are dedicated to a harassment and discrimination-free experience for everyone. Unacceptable behavior includes offensive verbal and written comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of discussions, inappropriate physical
contact, and unwelcome sexual attention. **We do not tolerate harassment or discrimination by and/or of members of our community in any form.**

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**Code of conduct**

To make clear what is expected, we ask all members of the community to conform to the following Code of Conduct.

- **Be kind to yourself.** Be mindful of your limits, and do not exhaust yourself.

- **Be kind to others.** Do not insult or put down other contributors.

- **Behave professionally.** Remember that harassment and sexist, racist, or exclusionary jokes are not appropriate.

- Please make an effort to make an **inclusive environment** for everyone. Give everyone a chance to talk and an opportunity to contribute.

- **All communication** - online and in person - **should be appropriate** for a professional audience including people of many different backgrounds. Sexual or discriminatory language and imagery is not appropriate at any time.

- **Watch out for microaggressions.** Be aware that your actions can be hurtful to others or contribute to a negative environment even if you had no intent of harm. Listen. Offer a genuine apology. Commit to learning and doing better.

- **Respect of intellectual property.** Do not take credit of the work of others. If the work of collaborators should be included in your project, make sure the
reference is added and properly cited. We remind you that this includes figures, words, articles and programmatic code.

Penalty
Participants asked to stop any harassing or discriminatory behavior are expected to comply immediately. Members of the community who violate these rules will be approached by the people responsible to moderate the activity. **If an inappropriate behaviour persists after a discussion, they will be excluded from the activity.**

Enter into force
This code of conduct will be presented at the beginning of any event or activity organized by the association. These rules will be expanded with additional resources and are subject to change in the future.