Code of Conduct at ESO

Public
“The ESO Way” encodes ESO’s commitment to create a professional and respectful working environment and comprises the following policies & guidelines:

- People Policy; Code of Conduct; Fair Treatment Courtesy & Respect; Competency Framework & Alcohol & Drugs Misuse Policy

On 1 March 2018, the ESO Code of Conduct for Workshops and Conferences was introduced to apply to all meetings that involve external participants

- The initiative for this code came from discussions with ESO Fellows & Students
- Also applies to visiting astronomers & visitors to ESO observatory sites
ESO is committed to creating a work environment that is **safe**, **professional** and of **mutual trust** where **diversity and inclusion are valued**, and where everyone is entitled to be treated with **courtesy and respect**. ESO organisers commit to making conferences, workshops, and all associated activities **productive and enjoyable** for everyone.

- **Recommendations regarding social media:**
  If participants wish to share photos of a speaker on social media, we recommend that they get the speaker’s permission.

- **Enforcement:**
  ... participants are expected to comply immediately and, in serious cases, may be asked to leave ...
  ESO will not tolerate retaliation against anyone reporting violations of this code of conduct.

- **Link:** [http://www.eso.org/sci/meetings/CodeofConductWorkshops.html](http://www.eso.org/sci/meetings/CodeofConductWorkshops.html)
ESO meetings also have additional rules covering other aspects related to conduct, e.g., guidelines for conflicts of interest & confidentiality.

Excerpt from “Rules for Dealing with Conflicts of Interest”:

1. A conflict of interest arises when the Committee is called upon to make a decision or recommendation on a matter in which a member, or her/his institution, or a closely connected associate, or her/his immediate family has a professional, financial, or commercial interest.

Rules also govern confidentiality. See committee rules of procedure. In some committees, e.g., OPC members are required to sign a confidentiality agreement.

13  Confidentiality and Access to Information

Members of the STC and all other persons attending STC meetings shall maintain the confidentiality of proceedings, documents and any other information relating to all matters identified as confidential, regardless of the manner of their transmission (see Rule 14). In particular, contractual matters shall not be disclosed to the firms involved nor to anyone else.

Excerpt from the “Rules of Procedure for the STC”
The Evolution of the Code

- Inclusivity, representation & engagement
- Feedback & training
- Enforcement