

CODE OF CONDUCT

“SEFI is committed to diversity, equality, and inclusion within our engineering education community.”

SEFI expects all community members to uphold [SEFI values](#) and create a safe and welcoming environment where everyone can participate freely without fear of judgement, discrimination or harassment.

SEFI members are expected to abide by the Code of Conduct whenever they represent the organisation or participate in SEFI events. The Code of Conduct signifies our work toward the creation of a safe and welcoming environment for everyone (members and non-members) involved in SEFI activities by setting out guidelines that aim to set behavioural expectations. All community members and participants should be aware of actions that are contrary to the code of conduct and be willing to take action.

SEFI expects all its members and event participants to:

- As individuals, communicate openly and thoughtfully with others and respect diverse perspectives and opinions. Show awareness of different aspects of diversity, inclusion, and discrimination and be open to educating ourselves.
- In personal interactions, treat others with kindness and respect, emphasising collegiality and inclusivity, and treating their reputations, property, and facilities with consideration and safety in mind.
- During SEFI events, be mindful of, and create a supportive environment that encourages open discussion, constructive feedback and cooperation.
- As members of the SEFI community, represent and champion SEFI values, and behave in a manner that is both lawful and ethical, while respecting human rights and dignities.

SEFI will not tolerate engagement in, or encouragement of, behaviours that are contrary to SEFI values such as:

- Inappropriate actions or statements based on, but not limited to, characteristics of individual identities (such as gender, gender identity and expression, age, race, ethnicity, sexual orientation, marital status, nationality, political affiliation, religion, ability status, educational background, or physical appearance) and academic characteristics (field of study, academic status).
- Disruptive or harassing behaviour including disruption of presentations, events, or online discussion; inappropriate or intimidating behaviour or language; unwelcome comments or jokes; offensive images; unwanted attention or physical contact; photography and/or audio recording without permission; real or implied threat of physical harm; physical assault; and stalking.

Reporting violations of the code of conduct:

If you are the victim of, or witness to, a code of conduct violation, please contact the organising team or the SEFI person of trust (email: personoftrust@sefi.be).

We encourage peers, particularly senior members within our community, to make reports on behalf of colleagues who are not in a position to do so themselves, preferably with their consent – understanding that in, some cases, this may not be possible.

Consequences for violations of the code of conduct:

Immediate compliance is expected from anyone asked to cease unacceptable behaviour.

If a participant engages in unacceptable behaviour, event organisers may take any action they deem appropriate. This may include removing the participant from the event, cancelling the delivery of any presentation without the right to refund fees associated with participation (if applicable), and banning the participant from future SEFI events.

Please note that this code of conduct applies specifically to SEFI events and is not legally binding. Any behaviour deemed unlawful should be reported to local law enforcement authorities.

The SEFI code of conduct will be reviewed in light of the post-conference survey every year. Additional reviews could be conducted in exceptional circumstances.