

CODE OF CONDUCT

The Polish Astronomical Society meeting is an event where researchers are encouraged to have a free discussion and a free exchange of ideas and scientific results. All professional interactions should be conducted with consideration and respect.

For Participants,

The PAS meeting is an event for registered attendees. Connection information to virtual tools (like Zoom) should not be shared with non-registered people. All attendees should use their names when connecting to the virtual tools.

All attendees are expected to behave professionally and treat each other respectfully during the meeting and in all related activities. Ideas and results must be respectfully discussed based solely on their scientific merits. Personal attacks will not be tolerated. All attendees should use appropriate and respectful language in their interactions throughout the meeting on all platforms the conference uses. Participants are advised to be mindful and respectful at all times of cultural differences among the participants, including language differences.

Every attendee is expected to contribute to a respectful and inclusive meeting climate. Any discriminatory behaviour against colleagues on any basis, such as gender, gender identity, race, ethnic background, national origin, religion, political affiliation, age, marital status, sexual orientation, disabilities or any other reason, will not be tolerated during the conference and in any event related to it. Attendees who witness or are affected by possible violations of the Code of Conduct may contact the Code of Conduct Committee members listed below. The Code of Conduct Committee has a mediation and advisory role. In the case of significant conflicts involving PAS members, the case may also be referred to the PAS Peer's Court (Polish: "Sąd Koleżeński").

For Presenters,

Please plan your talk in order to be strictly within the planned time. This will ensure that all speakers get the time necessary for their presentations and allow the full time allotted to Q&A. Going over time will lead to question time reduction. Use a plain or uniform background for the presentation and preferably a sans-serif (e.g., Arial or Helvetica) font. The colour palette should be chosen to be colour-blind friendly (a simple check can be done using one of the many colour-blind simulators available, e.g., [Colblindor](#)).

Make sure that all key content in the presentation is also relayed in the speech and not only written in the slides, to allow visually challenged people to follow. Use respectful language at all times, in the slides, during your talk, and when answering questions.

Demeaning, disrespectful or exclusionary language will not be tolerated. Critique ideas and not people. Be sure to indicate clearly, at the beginning of your presentation, if you are not comfortable with screenshots of your slides being publicized on social media.

For Chairs,

At the beginning of the meeting and in necessary cases attendees should be reminded of the expectation for respectful language at all times.

Chairs are encouraged to be conscious of their biases and avoid preferentially selecting questions coming from the same set of people.

If a speaker uses language that is disrespectful, aggressive or inappropriate in any way, the chair should interrupt and warn the speaker, and in case of repeated infractions, be prepared to interrupt the presentation. Questions that are posed in an aggressive or demeaning manner, or use inappropriate language should be skipped by the chair. Speakers going overtime should have question time reduced, and if they run through all of the question time, they should have their talks terminated. As Q&A is a crucial part of a successful and productive meeting, please make sure that enough time for questions is scheduled and preserved throughout the session.

Code of Conduct Committee members:

- Katarzyna Małek
- Radosław Poleski
- Agnieszka Janiuk
- Mahmoud Hamed
- Ewa Szuszkiewicz