



I U P A C

INTERNATIONAL UNION OF
PURE AND APPLIED CHEMISTRY

Harassment Policy Statement

17 April 2021

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Reviewed by EBenConcepts, HR Compliance Officer

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Purpose of This Harassment Policy Statement

IUPAC Harassment Policy

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Preamble

The International Union of Pure and Applied Chemistry is the global organization that provides objective scientific expertise and develops the essential tools for the application and communication of chemical knowledge for the benefit of humankind and the world. IUPAC accomplishes its mission by fostering sustainable development, providing a common language for chemistry, and advocating the free exchange of scientific information. In fulfilling this mission, IUPAC effectively contributes to the worldwide understanding and application of the chemical sciences, to the betterment of humankind.

Our core values are the guiding principles that guide the conduct of the Union and its relationships with its stakeholders. IUPAC's core values emphasize scientific excellence, communication, transparency, diversity, and ethical behaviour. These behaviours are practiced by all of the Union's volunteers, staff and stakeholders.

- We serve humankind by advancing chemistry worldwide.
- We view scientific excellence and objectivity as the cornerstone of all our work.
- We value collaboration and communication among all our stakeholders.
- We strive for diversity and inclusiveness in all forms.
- We respect each other and the Union.
- We uphold the highest standards of transparent, responsible and ethical behaviour.

Harassment Policy Text

IUPAC is committed to provide a safe, productive, and supportive environment of respect and ethical behaviour for its many volunteers and staff members at the events, meetings, or activities organised by itself or by other organizations in conjunction with IUPAC. At all times, individuals representing IUPAC or engaged in IUPAC business or activities should act in accordance with the core values described above and with the IUPAC Code of Conduct. Sexual and other unlawful harassment is an offense in many jurisdictions worldwide; for example it is a violation of US Title VII of the Civil Rights Act of 1964 (Title VII).

It is required that individuals representing IUPAC, or attending an IUPAC or IUPAC-endorsed event, meeting (either a face-to-face and an online meeting), or activity:

1. are respectful of all individuals involved in the meeting, event or activity, including attendees, volunteers, management, coordinative staff and other contracted roles;
2. are respectful of rules and policies of the venue and other contracted or event-related facilities;
3. support a shared, inclusive, positive and respectful environment for all, by behaving in a professional, considerate and collaborative manner;
4. accept that disruptive, harassing or other inappropriate statements or behaviours toward others is unacceptable;
5. do not engage in unacceptable behaviour, or any behaviour that could endanger the health and safety of others;
6. do not encourage others to act in an unacceptable manner;

Examples of unacceptable behaviour include, but are not limited to:

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- Verbal harassment or abuse in the form of comments based on gender, gender identity, age, sexual orientation, disability, physical appearance and dress, body size, socioeconomic status, educational background, marital status, and personal characteristics such as race, color, religion, national origin; or other characteristics protected by state or federal law.
- Physical harassment in the form of threatening, stalking, and unnecessary touching of any attendee at the event, activity, or meeting, including speakers, volunteers, staff, service providers, and guests;
- Sexual harassment, in the form of unwelcome sexual advances; requests for sexual favours; harassment through inappropriate use of nudity and/or sexual images in public spaces or in presentations; as well as sexual harassment intended or communicated in a joking manner; comments about an individual's body, deficiencies or prowess; displaying sexually suggestive objects, picture or cartoons; unwelcome leering, whistling, brushing up against the body, sexual gestures, or suggestive or insulting comments; inquiries into one's sexual experiences; discussion on one's sexual activities;
- Conduct that is humiliating or demeaning to others; this includes bullying or discriminatory behaviour in any form.
- Misuse of social media or personal information shared by online means;

All volunteers and employees should take special note that, retaliation against an individual who has complained about harassment, sexual or other forms of unlawful harassment, and retaliation against individuals for cooperating with an investigation of a harassment complaint is also contrary to this policy and will not be tolerated by IUPAC.

.Response:

If volunteers and staff working on behalf of IUPAC at any event, meeting (either a face-to-face and an online meeting), or activity notice uncomfortable situations or of someone in distress, they should respond by notifying the organisers, and if considered appropriate by calling emergency numbers or notifying the security at the venue (as required).

All IUPAC conferences and workshops should nominate a member of the organising committee who can be contacted by individuals experiencing uncomfortable or unsafe behaviours made by others, or by a third party noticing inappropriate behaviour at the venue.

The organisers of an event, meeting, or activity are required to take appropriate action(s) as soon as possible to maintain a welcoming and safe environment for all individuals. These actions may include issuing a warning to the offender or expulsion of the offender from the event (with no refund of any registration fee). Participants requested to stop any harassing behavior are expected to comply immediately.

No reprisal, retaliation, or other adverse action will be taken against an individual for making a complaint or report of discrimination or harassment or for assisting in the investigation of any such complaint or report. Any suspected retaliation or intimidation should be reported immediately to one of the persons identified above.

All complaints will be investigated promptly and, to the extent possible, with regard for confidentiality.

If the investigation confirms conduct contrary to this policy has occurred, IUPAC will take immediate, appropriate, corrective action.

In serious cases, including repeat offenses, offenders may be required to give up any IUPAC role they hold, such as membership of a Division, Standing Committee, Sub-committee, project Task Group, or a Bureau, Executive, or Officer position.

IUPAC reserves the right to inform the National Adhering Organisation (NAO) or professional association of the offender of any serious case(s) of unacceptable behaviour or harassment.

Footnote: This document has been prepared by Professors Mary Garson, Ken Sakai and Chris Ober on behalf of IUPAC. Some text is taken from the conduct guidelines prepared for the IUPAC World Chemistry Congress and General Assembly (2021) by the partner organizations of the Canadian Institute for Chemistry.

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