

## SPERA Code of Conduct

The South Pacific Environmental Radioactivity Association (SPERA) is committed to ensuring that our association is free from unacceptable behaviour. Unacceptable behaviour will not be tolerated under any circumstances and disciplinary action (including legal action, if appropriate) will be taken against any member or an event guest who breaches this policy.

SPERA aims to:

- create an environment which is free from unacceptable behaviour and where all members and guests are treated with dignity, courtesy and respect;
- provide an effective procedure for complaints, based on the principles of natural justice;
- treat all complaints in a sensitive, fair, timely and confidential manner;
- guarantee protection from any victimisation or reprisals;
- encourage the reporting of behaviour which breaches the sexual harassment policy; and
- promote appropriate standards of conduct at all times.

### *Defining unacceptable behaviour:*

Unacceptable behaviour is any unwanted, unwelcome or uninvited behaviour, which makes a person feel humiliated, intimidated or offended. Unacceptable behaviour can take many different forms and may include, but is not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations (at events), or threatening or stalking members or event attendees. Disruption of talks at oral or poster sessions during SPERA-associated events is also deemed unacceptable behaviour.

### *Sexual harassment:*

Sexual harassment is not behaviour that is based on mutual attraction, friendship and respect. If the interaction is consensual, welcome and reciprocated it is not sexual harassment. A person may be sexually harassed by a Committee Member, event delegate, or SPERA member. Sexual harassment is not just unlawful during SPERA events but can also occur via electronic or telephone correspondence.

### *Breaches of this policy:*

Breaching this policy will result in consequences, which may include an apology, right to prohibit attendance at any future SPERA meetings, revocation of membership or other forms of disciplinary action. Immediate disciplinary action will be taken against anyone who victimises or retaliates against a person who has complained of sexual harassment.

SPERA Committee Members' responsibilities:

- monitor the association's environment (during and outside of SPERA events) to ensure that acceptable standards of conduct are observed at all times;
- model appropriate behaviour themselves;
- promote the organisation's sexual harassment policy;
- treat all complaints seriously and take immediate action to investigate and resolve the matter;
- and refer a complaint to another officer if they do not feel that they are the best person to deal with the case (for example, if there is a conflict of interest or if the complaint is particularly complex or serious).

All SPERA members and event delegates have a responsibility to:

- comply with the organisation's sexual harassment policy
- offer support to anyone who is being harassed and let them know where they can get help and advice (they should not, however, approach the harasser themselves)
- maintain complete confidentiality if they provide information during the investigation of a complaint.

Members should be warned that spreading gossip or rumours may expose them to a defamation action.

*Where to get help, or make a complaint:*

To get help or advice, or to make a complaint, employees should approach the [SPERA Committee](#) directly.

Members can also approach the Australian Human Rights Commission (+61 2 9284 9600) or the relevant state or territory anti-discrimination agency for information and confidential advice.

Anyone experiencing or witnessing behaviour at a SPERA event that constitutes an immediate or serious threat to public safety is advised to contact local police and locate a house phone within the event premises and ask for security.

*Acknowledgement*

This document was produced based on a template from Science and Technology Australia (STA), of whom SPERA is a proud member and the [ASLO Events Code of Conduct](#).