

# CERF 2019 Event Code of Conduct Transparency Report

CERF has made it a priority to have the Biennial CERF Conference, and all CERF events, be safe and welcoming for all participants. For CERF 2019, we implemented a revised Event Code of Conduct. In addition to making the Code more robust, we communicated the Code broadly, developed clear mechanisms for reporting incidents, and trained all staff and two Executive Committee members on how to handle reports.

As part of our efforts to make CERF conferences safe and welcome, CERF is releasing this transparency report summarizing incidents and consequences. The Code of Conduct has a strong emphasis on confidentiality; this report has been written in such a way to avoid linking reporters with specific incidents. The goal of this transparency report is to provide the community with a sense of how the Code of Conduct functions so they can build trust in the process and recommend improvements.

At CERF 2019, we received reports of two incidents. Both a verbal and an online report came in during the meeting. Reports of incidents were addressed within hours of receiving the reports. One report was of inappropriate

comments, and another of disrespectful behavior. CERF leadership reached out to both alleged violators; one verbally, and the other in writing (because they had already left the conference). One violator was given a verbal warning. In the other situation, the target of the violation felt that it was a misunderstanding and no further sanction was pursued.

As a follow-up to the conference, CERF asked if participants were aware of the new Event Code of Conduct, and whether they witnessed or were subject to violations of the Code. Of respondents, 77% said they were aware of the Code. Of 314 respondents, 19 said that they had witnessed or were subject to a violation; of those, 13 indicated that the violation was of the social media/recording policy (which is separate from the Event Code of Conduct). This information helps CERF to better understand the extent of violations, as well as how we may better implement the Code.

If you have suggestions for how we can make the next meeting more welcoming and supportive, contact [spark@cerf.science](mailto:spark@cerf.science).