

The Association for Logic, Language and Information (FoLLI) Code of Conduct

Community Conduct

The Association for Logic, Language and Information (FoLLI) aims for a welcoming, pleasant, and inclusive atmosphere for all participants at all of its affiliated events (including, but not limited to, the ESSLLI and NASSLLI Summer Schools), across all possible formats (including, but not limited to, online, hybrid, and in-person formats). Every participant is welcome and respected. By the same token, all participants are expected to treat each other with respect and tolerance.

To foster an atmosphere of tolerance and respect, participants are expected to interact with others in a respectful and courteous manner, regardless of gender, race, ethnicity, age, national origin, ancestry, sexual orientation, gender identity, gender expression, physical appearance, religious affiliation, creed, marital status, socioeconomic status, differing abilities, medical conditions, personal characteristics, political orientation, technology choices, food choices, or any other differentiating factors.

All persons, organizations, and entities affiliated with FoLLI are subject to the standards of conduct set forth below. Participants at FoLLI-affiliated events are expected to abide by this code of conduct and encourage tolerance and respect. Everyone should feel empowered to engage in a civil manner when they or others are disrespected, and to raise awareness and understanding of this code of conduct.

Civility Policy

No kind of harassment will be tolerated (including abusive, racist, sexist, homophobic, intimidating, harassing, or threatening behavior, be it towards another participant, organizer, or local denizen).

Harassment includes, but is not limited to:

- verbal attacks, unwarranted incriminations, bullying, or offensive comments;
- aggressive or intimidating behavior;
- unwelcome sexual attention;
- inappropriate physical contact;
- deliberate intimidation or stalking either in person or online;
- purposeful misinformation aimed to disorient and/or cover up other misdeeds (gaslighting);
- pornographic and racist images or materials in public spaces;
- sustained disruption during presentations and other events;
- encouraging or advocating any of the above behaviors.

Good Faith

Since FoLLI aims to include scholars and students from all over the world and of different cultural backgrounds, participants may have varied sensitivities and actions may sometimes be inadvertently perceived as offensive due to the lack of awareness rather than due to malice or ill intent: a common word in one language may have acquired negative connotations in another, an abbreviation may have both innocent and obscene meanings, a gesture of politeness in one culture may have become associated with inequality in another. When such cultural differences may be involved, it is important to hear both sides, in line with a reasonable assumption of good faith.

Academic Freedom of Speech

Disagreements, scientific or otherwise, should be dealt with in a rational, respectful, and civilized discussion; we affirm the understanding that academic consensus may sometimes be elusive, especially on matters of taste, belief, or social policy, and that the expression or the critique of a contested academic viewpoint does not in itself constitute harassment, as long as it is done in a respectful way; correspondingly, we affirm that it is sometimes necessary to simply respect each other's position (without necessarily agreeing), or to seek open, public discourse on contested issues. We also affirm that presenters may discuss material that is sensitive as long as this is done in a respectful way where the material is adequately contextualized in line with academic inquiry.

By contrast, aggressive discussion styles (including *ad hominem* comments) that are aimed to intimidate, marginalize, belittle, or disparage others (or their research area) are unacceptable.

Enforcement

All organizers and/or representatives at FoLLI-affiliated events are empowered to take necessary actions to prevent and/or stop any conduct that violates this code including, but not limited to, warning a violator or demanding that a violator be removed either temporarily or permanently from the school. Participants at FoLLI-affiliated events are asked to comply with this code at all venues and related social events; when asked to stop an unacceptable behavior, participants are expected to comply immediately.

Reporting

To report any behavior that violates this code of conduct, please immediately report the misconduct to the Trusted Person or any member of the Organizing Committee (e.g., by email or in person). All complaints will be thoroughly investigated, and dealt with appropriately.