




The International Indian Statistical Association (IISA, <https://intindstat.org/>) is a non-profit, professional organization with a dedicated mission of promoting education, research and application of data science, statistics, probability and associated disciplines throughout the world, with a special emphasis on the Indian subcontinent. IISA is a strong believer and adherent of non-discrimination, and strongly promotes equality of access and opportunities to all. This includes, but is not limited to, members of any age, caste, color, culture, disability, educational level, ethnicity, family status, gender identity and expression, immigration status, mental and physical abilities, nationality, physical appearance, political belief, race, religion, sex, sexual orientation, size, social and economic class.

IISA is committed to providing an atmosphere in which personal respect and intellectual growth are valued and the free expression and exchange of ideas are encouraged. Consistent with this commitment, it is the policy of the IISA that all participants in IISA activities enjoy a welcoming environment free from unlawful discrimination, harassment, and retaliation.

This code of conduct applies to all conference activities including talks, panels, workshops, and social events. It extends to conference-specific exchanges on social media. Organizers will enforce this code throughout and expect cooperation in ensuring a safe environment for all. In addition, all rules and regulations of our host, the Indian Institute of Science (IISc) are applicable for all conference activities. Notice, in particular, that IISc has its own internal committee against sexual harassments (<https://iisc.ac.in/icash/>).

Unacceptable Behavior: Behavior that is unacceptable includes, but is not limited to:

- Stalking
- Deliberate intimidation
- Unwanted photography or recording
- Sustained or willful disruption of talks or other events
- Use of sexual or discriminatory imagery, comments, or jokes
- Offensive comments related to age, gender, sexual orientation, disability, race or religion
- Inappropriate physical contact, which can include grabbing, or massaging or hugging without consent.
- Unwelcome sexual attention, which can include inappropriate questions of a sexual nature, asking for sexual favors or repeatedly asking for dates or contact information.



If you are asked to stop harassing behavior you should stop immediately, even if your behavior was meant to be friendly or a joke, it was clearly not taken that way and for the comfort of all conference attendees you should stop.

Procedure for Code of Conduct Violations

IISA has appointed **Professor Sayantee Jana** as the ombudsman for all reported violations of the conference Code of Conduct. Please contact Professor Jana (sayantee.jana@math.iith.ac.in) or the Local Organization Committee (loc@intindstat.org) or any IISA volunteer if you witness any violations or wish to report an incident.

We will take all good-faith reports of harassment by participants seriously. IISA reserves the right to exclude people from the conference and workshops based on the findings. IISA also reserves the right to reject any report we believe to have been made in bad faith. This includes reports intended to silence legitimate criticism. **If an offense is deemed serious, we will report it to the security officials at IISc, for proper investigation of any potential crime.** IISA will always cooperate with IISc authorities in all conference conduct related matters.