

## **International Indian Statistical Association (IISA) Code of Conduct**

The International Indian Statistical Association (IISA) is committed to providing a safe, productive, and welcoming environment for all participants in any conference, workshop, or event organized or co-organized by IISA. The organization is dedicated to fostering an inclusive atmosphere that promotes the free exchange of ideas while ensuring respect and professionalism among all attendees, staff, and volunteers.

To achieve this goal, IISA adheres to the following Code of Conduct:

### **Be Professional**

All IISA conference participants are expected to maintain the highest standards of professionalism and respect for others. The attendees are expected to demonstrate **respectful interaction** by treating all participants with dignity and courtesy, regardless of their background, role, or level of experience. All participants are expected to conduct themselves positively reflecting positively on the individual and the association. IISA strongly promotes a welcoming and inclusive environment for individuals of all races, ethnicities, national origins, genders, sexual orientations, ages, abilities, religions, and other protected characteristics.

### **Language Considerations**

We come from diverse backgrounds and have diverse expectations about professional conduct in our in-person and online spaces. Effective and respectful communication is key to a successful event, as it provides a welcoming atmosphere. IISA strongly prohibits the use of offensive or discriminatory language, including slurs, jokes, or comments that demean individuals or groups. Instead, use inclusive language that fosters mutual understanding and respect. Be mindful of cultural differences and language barriers that may influence communication.

### **Drinking and Drugs**

Participants are expected to either abstain from alcohol or consume it responsibly while behaving appropriately at all times. Excessive intoxication from alcohol or legal drugs, visible drunkenness, impairment from behavior-altering substances, and the use of illegal drugs are strictly prohibited. Individuals deemed significantly under the influence at an IISA event will be escorted out and may not return until the following day. As substance use is often a precursor to Code of Conduct (CoC) violations, any participant found violating the CoC while under the influence may face suspension from all future IISA events. Intoxication or substance use will never be accepted as an excuse for CoC violations.

### **Harassment-Free Environment**

The International Indian Statistical Association (IISA) is committed to maintaining a harassment-free environment and enforces a zero-tolerance policy for all forms of harassment. This includes verbal harassment, such as derogatory comments, slurs, or unwelcome advances; physical harassment, including unwelcome physical contact or threatening behavior; visual harassment, such as displaying offensive images or text in shared spaces; and sexual harassment, including unwanted sexual attention, inappropriate jokes, or suggestive remarks. IISA is dedicated to fostering a safe, respectful, and inclusive community for everyone.

## Commercial Activities

IISA events and workspaces are meant to focus on the dissemination of knowledge. While we recognize that academic and commercial spaces commonly intersect in the field of statistics and data science, IISA events and workspaces should not be used to promote or sell unauthorized commercial services.

## Reporting Code of Conduct Violations

Harassment and other code of conduct violations reduce the value of our programming for everyone. If someone makes you or anyone else feel unsafe, unwelcome, or demeaned, you are urged to report as soon as possible. However, if it takes months or years to feel comfortable, there is no statute of limitations on reporting. If you see others being harassed, please report it immediately and intervene if you feel comfortable ("see something, say something").

## Procedure for Code of Conduct Violations

IISA has appointed **Satarupa Bhattacharjee** as the ombudsman for all reported conference Code of Conduct violations. Please contact Dr. Bhattacharjee ([bhattacharjee.sa@ufl.edu](mailto:bhattacharjee.sa@ufl.edu), phone number: +1 352-273-2980) or, Reka Howard (Local Organization Committee, [rekahoward@unl.edu](mailto:rekahoward@unl.edu); phone number: +1 4024722924), or any IISA volunteer if you witness any violations or wish to report an incident. If a matter is time-sensitive and the IISA conference staff cannot be reached, please contact the IISA President Hiya Banerjee ([intindstatassoc.president@gmail.com](mailto:intindstatassoc.president@gmail.com)) or the security staff at the meeting venue.

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 UNL, for proper investigation of any potential crime.** IISA will always cooperate with UNL authorities and local administration in all conference conduct-related matters.

ASA Code of Conduct: <https://www.amstat.org/meetings/code-of-conduct>

NSF Code of Conduct: It is National Science Foundation policy to foster harassment-free environments wherever science is conducted, including at NSF-sponsored conferences, workshops, and symposia.