

# CODE OF CONDUCT

## AUTUMN SCHOOL ON RECENT ADVANCES IN MACHINE LEARNING

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### Contents

|                                                 |          |
|-------------------------------------------------|----------|
| <b>1 Objectives and Scope of Application</b>    | <b>1</b> |
| <b>2 Standards of Good Conduct</b>              | <b>2</b> |
| <b>3 Definitions of Inappropriate Behavior</b>  | <b>2</b> |
| 3.1 Discrimination . . . . .                    | 2        |
| 3.2 Harassment . . . . .                        | 2        |
| 3.3 Sexual Harassment . . . . .                 | 3        |
| 3.4 Power-Based Harassment . . . . .            | 3        |
| <b>4 Points of Vigilance and Good Practices</b> | <b>3</b> |
| 4.1 Collective Responsibility . . . . .         | 3        |
| 4.2 Intention and Perception . . . . .          | 3        |
| 4.3 Exemplarity . . . . .                       | 3        |
| <b>5 Reporting and Role of Local Contacts</b>   | <b>4</b> |
| 5.1 Local Contacts . . . . .                    | 4        |
| 5.2 Making a Report . . . . .                   | 4        |
| 5.3 Confidentiality and Anonymity . . . . .     | 4        |
| 5.4 Protection Against Retaliation . . . . .    | 4        |
| <b>6 Review Process</b>                         | <b>4</b> |
| <b>7 Compliance with the Legal Framework</b>    | <b>5</b> |
| <b>8 Commitment</b>                             | <b>5</b> |
| <b>9 Useful References</b>                      | <b>5</b> |

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## 1 Objectives and Scope of Application

The “*Autumn School on Recent Advances in Machine Learning*” aims to promote the field of machine learning and statistics, to support the professional development of its participants, and to foster the exchange of ideas related to the scientific domain. To this end, it seeks to provide a respectful, safe, and inclusive environment for all participants: students, researchers, lecturers, staff, and organizers.

This Code of Conduct sets out the expected behaviors and the procedures to be followed in the event of a problem. It does not claim to constitute an exhaustive articulation of all conduct obligations of the participants.

This Code applies, without exception, to all participants, who commit to respecting the principles of respect, fairness, and professional integrity, and to contributing to a climate conducive to learning and collaboration.

This Code applies, without exception, throughout the duration of the School.

## **2 Standards of Good Conduct**

Participants must:

1. Uphold and promote respectful, ethical, and professional conduct at all times.
2. Uphold and promote equal opportunities and non-discrimination, without distinction of any kind, for all participants.
3. Uphold and promote an environment free from harassment, intimidation, or inappropriate behavior.
4. Refrain from abusing positions of authority or any implicit hierarchical relationship.
5. Avoid knowingly or negligently endangering the safety or security of others.
6. Abide by this Code of Conduct and its procedures in the event of a conduct review, and comply with decisions made by the Organizers or Local Contacts regarding conduct or safety.
7. Avoid violating these standards or facilitating, actively or passively, situations in which the above standards are breached.
8. Not retaliate against anyone who reports an incident or participates in a conduct review.

## **3 Definitions of Inappropriate Behavior**

### **3.1 Discrimination**

Any distinction, exclusion, or adverse treatment based on an irrelevant personal or institutional criterion (gender, orientation, origin, disability, *etc.*).

### **3.2 Harassment**

Any behavior, speech, or gesture that

- shows disrespect toward an individual or group of individuals;
- or creates a hostile, intimidating, degrading, abusive, or offensive environment;
- or unreasonably interferes with the participation of an individual or group of individuals.

This includes in particular:

- negative stereotyping,
- sexist, racist, or group-based remarks targeting specific characteristics,
- deliberate disruption of presentations or activities with the intent to humiliate or embarrass the speaker,

- disparaging comments and mockery,
- intimidation and threats.

### **3.3 Sexual Harassment**

A specific form of harassment consisting of unwanted sexual behavior, whether verbal, non-verbal, or physical. This includes, in particular:

- sexual propositions, solicitations, gestures, or remarks,
- non-consensual touching,
- conditioning a professional advantage on sexual behavior.

Sexual harassment may be directed against individuals of any gender, age, or professional category.

### **3.4 Power-Based Harassment**

A specific form of harassment consisting of abusive behavior based on an academic or hierarchical imbalance (*e.g.*, permanent staff member and PhD student). This includes, in particular, using one's rank, power, or reputation to:

- negatively influence the behavior of someone earlier in their career;
- or harm the professional advancement or status of a junior person.

## **4 Points of Vigilance and Good Practices**

### **4.1 Collective Responsibility**

Discrimination and harassment concern everyone and can have lasting negative effects. In all their activities and communications, participants are required to promote an environment free from harassment and are encouraged to report any form of discrimination or harassment when they witness or become aware of it.

### **4.2 Intention and Perception**

Discrimination and harassment may be intentional or unintentional. Participants must strive to modify any behavior perceived, or that could be perceived, as discriminatory or harassing. Individuals who experience or observe behavior perceived as discriminatory or harassing are encouraged to inform the person causing their discomfort, giving them the opportunity to adapt their behavior and remedy the situation.

### **4.3 Exemplarity**

It is recognized that individuals in a “subordinate” position may be reluctant to express discomfort in response to inappropriate behavior. Therefore, more experienced members have a duty to demonstrate exemplary professional conduct and to be attentive to the impact of their words and actions, as well as those of their peers, on younger colleagues.

## 5 Reporting and Role of Local Contacts

### 5.1 Local Contacts

Local Contacts are identified members of the organizing team, or participants designated for this purpose. They are introduced at the opening of the School and serve as points of contact for any concerns related to the Code of Conduct. Their role is:

1. to receive and listen to reports,
2. to ensure impartial and confidential handling,
3. and to determine the actions to be taken, alone or in coordination with the organizing team, the Human Resources departments of home institutions, or relevant authorities.

### 5.2 Making a Report

1. Anyone may report an incident orally or in writing, in person or by email.
2. The report may concern an incident experienced, observed, or reported by a third party.
3. Reports should be made as soon as possible, but a delay should never be grounds for rejection.
4. Any intentional false statement constitutes a violation of this Code and may result in disciplinary or legal action.

### 5.3 Confidentiality and Anonymity

1. Local Contacts commit to handling information confidentially.
2. Anonymous reports may be received, but may limit the possible actions.

### 5.4 Protection Against Retaliation

Any form of retaliation against a person who, in good faith, reports a violation constitutes a serious breach of this Code.

## 6 Review Process

The Organizing Committee and Local Contacts commit to supporting anyone who raises a concern or makes a report.

Local Contacts will act in accordance with the procedure described below, keeping the reporting person informed throughout the process. They also commit to acting with fairness, respect, and consideration, as far as reasonably possible, toward all individuals involved in the report or its review.

1. **Reception and Listening:** the local Referent receives the reporting person, gathers the facts, provides attentive listening, and offers guidance. When appropriate, they may refer the person to legal experts, psychologists, or other qualified professionals for suitable support.
2. **Documentation:** a written report may be prepared to ensure clear traceability of the reported facts and of the actions taken, in full respect of confidentiality and personal data protection.

3. **Evaluation:** the Referents review the situation, assess the seriousness of the facts, and any potential risks to the safety of the individuals involved. They may seek the advice of specialists (such as legal experts or psychologists) to determine the most appropriate course of action.
4. **Action:** immediate measures may be implemented to safeguard the safety and well-being of those concerned. Depending on the level of severity, the case may be referred to the home institution, to the competent authorities, or, where necessary, to judicial authorities.

## 7 Compliance with the Legal Framework

All procedures and decisions taken under this Code must comply with the law and respect the dignity of the persons involved.

## 8 Commitment

By participating in the “*Autumn School on Recent Advances in Machine Learning*”, each participant acknowledges having read this Code of Conduct and agrees to abide by its principles.

## 9 Useful References

- <https://arretonslesviolences.gouv.fr/>
- Définitions légales et peines encourues
  1. Outrage sexiste - [Article R625-8-3 du Code Pénal](#)
  2. Harcèlement sexuel - [Article 222-33 du Code Pénal](#)
  3. Agression sexuelle - [Article 222-22 du Code Pénal](#)
  4. Viol - [Article 222-23 du Code Pénal](#)