



## **KISMIF CONFERENCE Keep It Simple, Make It Fast!**

**KISMIF SUMMER SCHOOL**

**Porto, Portugal**

### **CODE OF CONDUCT**

The KISMIF Conference aims to create and promote - for all participants - an academic environment that is honest, open, accessible, and free from any form of discrimination, harassment, or physical and/or psychological mistreatment. We considered these practices illegal and under the institutional and legal framework of the Constitution of the Portuguese Republic and repudiate them under the Code of Academic Conduct of the University of Porto and Declaration of Principles of the Ethics Committee of the Faculty of Arts and Humanities of the University of Porto.

We accepted as a general and underlying principal of fairness and honesty, both in presentation and in the process of academic research, as well as a courtesy in the discussion of different points of view, essential in the advancement of the academic field. The KISMIF Conference and respective Summer School - arising since 2014 -, as well as the Faculty of Arts and Humanities and the University of Porto, emerge as a welcoming space, regardless of issues related to gender, gender identity and expression, sexual orientation, transgender or intersex status, age, race, colour, descent, nationality, ethnicity, ethnoreligious origin, social background, political opinions or activity, religious beliefs or activity.

Any act of discrimination, harassment, or other forms of physical and psychological violence will not be accepted at our Conference, nor at the core of the Faculty of Arts and Humanities of the University of Porto. We believe that any form of abuse of power/authority deeply undermine the climate of trust, sharing, and complicity essential to academic research.

In this sense, we consider it important to mention that the University of Porto are equipped with a strong device for institutional support and for denouncing any of the above-mentioned situations. In some cases, the action measures may go through legal action, as these are wrong behaviours, especially when directed to a community that should be protected, whether they are students, teachers, or technicians, among others.

Harassment can take many forms. It can manifest itself in unwanted behaviour, humiliation, offence, or any form of intimidation towards one or more people. It may also take the form of inappropriate physical contact, including unwanted sexual contact; it may include verbal or written comments regarding the person, their ethnicity, or



beliefs and body, reinforcing prejudice. It may include deliberate intimidation, unwanted attention and harassment, and inappropriate photographs or recordings. In some cases, a single action or incident may create unlawful harassment. In other cases, it may take a persistent pattern of behaviour before unlawful harassment occurs. In any case, we reiterate that these behaviours must be reported and again state that they are not acceptable within our institutional framework.

Each participant, volunteer, employee, participants, or member of the event organising team will be personally responsible for their actions if they engage in any form of unlawful discrimination or unlawful harassment. Similarly, the organisers of the KISMIF Conference expect the discussions to be free of behaviour categorised as being a form of bullying.

Bullying is a repeated and unreasonable behaviour that creates a risk to health and safety. Unreasonable behaviour means behaviour that is victimising, humiliating, intimidating, or threatening. It is most obvious in aggressive conduct. However, KISMIF Conference and Summer School members should also avoid speaking in a way that is intended to humiliate, belittle, or intimidate another. Those in a managerial role or with responsibilities will take care to carry out their duties in a professional and civilised manner.

The KISMIF Conference organisers will not tolerate unlawfully discriminatory, harassing or intimidating behaviour when they know it exists, nor will they ignore complaints from students or colleagues. However, it is not our intention to limit the areas of action of its participants and staff, nor to reduce academic debate and disagreement. Rather, we aim to promote critical and open dialogue in circumstances free from unlawful discrimination, harassment, prejudice, and aggression.

Everyone should be aware that they are bound by the codes of conduct in force in the individual institutions to which they are affiliated. These codes do not override these local codes but are intended to reinforce their message.

Anyone who feels that they are being subjected to unlawful discrimination, harassment or intimidation during a KISMIF Conference event is encouraged to raise their concerns following the Code of Conduct Implementation Procedures, mentioned above.

Porto and Faculty of Arts and Humanities of the University of Porto, 31 July 2023.

Professor Paula Guerra  
Professor Andy Bennett