

INTERNATIONAL SOCIETY FOR BAYESIAN ANALYSIS (ISBA) CODE OF CONDUCT

The aims of ISBA are to promote the field of Bayesian statistics, support the professional development of its members, and foster the exchange of ideas related to the profession. To achieve this, ISBA promotes the highest standards of *good conduct* in the practice of our profession and in our interactions with others in the profession. The purpose of this Code is to describe the standards for good conduct for ISBA members.

Standards of Good Conduct

1. Uphold and promote *ethical professional practice*.
2. Uphold and promote *equal opportunity* for all ISBA members.
3. Uphold and promote a culture of respectful behavior and *anti-harassment* among ISBA members and at ISBA events.
4. Avoid knowingly or carelessly endangering the safety and security of others.
5. Avoid contravening these standards or actively or passively facilitating or condoning situations in which the above standards are contravened.
6. Abide by the *ISBA Code of Conduct Procedures* in the event of a conduct review.
7. Avoid retaliation against anyone who reports information or participates in a conduct review.

Ethical Professional Practice

ISBA upholds and promotes professional integrity and accountability, and ethical scientific conduct and statistical practice. Members are referred to the American Statistical Association's Ethical Guidelines for Statistical Practice (<http://www.amstat.org/ASA/Your-Career/Ethical-Guidelines-for-Statistical-Practice.aspx>). In resolving any ethical problem not explicitly covered by these Guidelines, members should consider the spirit and intent of applicable provisions, general ethical principles, the needs and interests of members and the profession, social and moral expectations, contractual obligations, and any applicable laws.

Equal Opportunity

ISBA upholds and promotes equal opportunities for all its members, without regard to race, color, religion, gender, gender identity, sexual preference, age, disability, national origin, language, or any other distinction that is unrelated to a member's professional skills, experience, capabilities, and ISBA membership status. Members are expected to treat each other, as well as all participants in ISBA Activities, with respect and dignity, not to discriminate against any person or group based on any classification mentioned above, and to provide and encourage opportunities consistent with this policy.

Anti-Harassment

ISBA upholds and promotes a respectful and collegial environment that is free of harassment. Harassment includes any conduct that unreasonably interferes with an individual's participation in ISBA activities or creates an intimidating or hostile environment. Harassment is described in more detail in the Appendix; see below.

Reporting and Enforcement: Enforcement of this Code of Conduct is governed by the *ISBA Code of Conduct Procedures* (<https://bayesian.org>). Members should consult the Procedures if they experience, observe, know about or wish to report a contravention of this Code.

Maintenance of the Code of Conduct: This Code of Conduct is the result of an on-going dialogue within ISBA and is subject to periodic review and amendment as detailed in the Procedures. By its very nature it cannot be a complete articulation of all conduct obligations of members and participants.

Appendix: Discussion of Harassment

The purpose of this Appendix is to describe harassment in more detail.

Harassing behavior involves actions, words and other conduct that belittle, threaten or disrespect an individual or group of people, or create an intimidating, hostile, abusive or offensive environment. Examples include negative stereotyping; offensive remarks about a person's gender, gender identity or sexual preference (or any other classification mentioned above under Equal Opportunity); sexual harassment (see below); disrespectful, dishonest or bullying comments; display of material that disparages or shows hostility or aversion toward an individual or group; sustained disruption of presentations; or questions designed to humiliate or embarrass a presenter.

Sexual harassment is a specific type of harassment that involves a person who engages in severe or persistent unwelcome sexually related behavior or makes severe or persistent unwelcome sexual advances towards another person. Examples include sexual propositions or flirtation; sexually related touching, comments, gestures or displays; or, directly or impliedly linking any opportunity with tolerance of or submission to sexual advances or requests for sexual favors, or agreement not to report a harassing action. Although sexual harassment is most commonly perpetrated against a woman by an older and/or more powerful man, it can also be perpetrated against men, people who are older or less powerful than the person, and among peers.

Power-based harassment occurs when there is an inherent power imbalance between senior and junior members of the profession. Senior people should not use age, rank, power or reputation to adversely influence the behavior of junior people, or adversely affect their career advancement or status. It is acknowledged that people with lower rank or a subordinate position may be reluctant to express their objections or discomfort regarding unwelcome behavior. Therefore, it is incumbent on more senior members of ISBA to practice good professional conduct with junior members of the profession, and to be aware of how their words and actions – and the words and actions of their more senior colleagues – may impact on or be interpreted by their juniors.

Harassment can be intentional or unintentional. Members should seek to change behavior that is perceived, or could be perceived, by others as harassment. Individuals who experience or witness behavior that they perceive to be harassing are encouraged to let the actor know that their behavior is causing discomfort, so they can have an opportunity to change the behavior and remedy the situation if possible.

Harassment is everyone's business. Harassment can have long-lasting negative effects. In ISBA activities and communications (including informal gatherings of members), all members and participants are expected to promote an environment free of harassment and are encouraged to call out harassment if and when they see it or hear about it.