

## Code of Conduct for the IoA

The Institute of Astronomy is committed to providing a safe and supportive environment for all, where every person is treated with dignity and respect regardless of age, sex, sexual orientation and/or gender identity, disability, physical appearance, body size, race, nationality, ethnicity, and religion. In particular, bullying and harassment of any group or individual will not be tolerated.

The Institute values diversity and welcomes the opportunities for enrichment that a variety of voices and backgrounds can bring to its community. We aim to foster an atmosphere where each individual can thrive and feels comfortable participating in the free exchange of ideas. We are dedicated to continuously working to improve equality of opportunity for all and to the eradication of discrimination in all its forms.

All staff, students, visitors and guests of the institute are expected to conduct themselves in accordance with the “Dignity@Work Policy” of the University (Link: <https://www.hr.admin.cam.ac.uk/policies-procedures/dignity-work-policy>).

If you have directly experienced or witnessed inappropriate behaviour by others, please endeavour to address it. You may review your options on the institute’s own “Dignity@Work” page: <https://www.ast.cam.ac.uk/dignity.work>.

This code of conduct applies to all staff including emeriti, postdocs, students and visitors and guests of the Institute of Astronomy, as well as attendees at events hosted by the institute, in addition to any meeting-specific codes of conduct.