

11th International Conference
on Pluricentric Languages
and their Non-Dominant
Varieties

22 - 24 May 2025
HYBRID

Iscte - University
Institute of Lisbon,
Portugal



**Pluricentric
Languages
and Power**
At the Crossroads
of Legacies

iscte UNIVERSITY INSTITUTE OF LISBON cires.iscte Centre for Research and Studies in Sociology I. I. C. R. C. UNIVERSIDADE DE COIMBRA CELGA ILTEC WUOL

Code of Conduct of the 11th International Conference on Pluricentric Languages and their Non-Dominant Varieties ¹

Why do we need a Code of Conduct?

This Code of Conduct aims to make sure that everyone involved in the **11th International Conference on Pluricentric Languages and their Non-Dominant Varieties** activities can work in a safe and respectful environment. With this Code of Conduct, the **11th International Conference on Pluricentric Languages and their Non-Dominant Varieties** seeks to prevent harassment and discrimination² of anyone involved in its activities and to create a due course of action for situations where anyone may have experienced harassment or discrimination in the context of this conference activities.

¹ Adapted from <https://www.imiscoe.org/docman-docs/1338-imiscoe-code-of-conduct/file>

² In line with EU Charter of Fundamental Rights and the EU directives, this Code of Conduct refers to discrimination as either direct or indirect. Direct discrimination consists of treating someone differently solely because of their specific characteristics. Indirect discrimination refers to a rule or practice which seems neutral but in fact has a particularly disadvantageous impact upon a person or a group of persons having a specific characteristic. Harassment is a form of discrimination. The unwanted conduct can take different forms, from verbal or written comments, gestures or behaviour, but it has to be serious enough to create an intimidating, humiliating or offensive environment. See also: https://commission.europa.eu/aid-development-cooperation-fundamental-rights/your-fundamental-rights-eu/know-your-rights/equality/non-discrimination_en

What is considered respectful behaviour?

Respectful behaviour is behaviour that helps to create an open, safe, and inclusive environment for activities and exchanges. This includes behaviour that:

- Enables all participants to constructively criticize the substance of each other's work. In promoting our ideas, each one will make every reasonable effort to minimise the risks of any harm arising for any person. Each one will be aware that some academic opinions and arguments may cause offence to some people but that this is not, of itself, a sufficient reason not to express those opinions and arguments. Each one will, nevertheless, be sensitive to the views of others and will present its views in a reasonable and thoughtful manner.
- Allows everyone to participate in a way that makes everyone feel safe and respected.
- Strives, individually and collectively, to increase participation of under-represented groups.
- Makes sure that activities reflect core values in terms of inclusivity along a variety of diversities, including but not limited to sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation.
- Ensures that everyone is aware of and feels safe to raise concerns about whether the environment is truly open, safe, and inclusive.
- Pro-actively assists people who find themselves in a situation of potential harm.

What is considered unacceptable behaviour?

Unacceptable behaviour is any behaviour (actions/comments) that directly or indirectly harms another person or creates an unsafe or hostile environment for any person. This includes:

- Inappropriate actions or comments (speech) concerning a person's background, including but not limited to a person's race, gender, sexuality, ethnicity, or any other aspect.
- Any form of racism, discrimination, sexual harassment, intimidation, or any form of unwelcome solicitation of emotional or physical intimacy.
- Inciting or spreading hatred or violence.
- Using one's position or authority in a way that is considered inappropriate.
- Inappropriate photography, recording, or stalking.
- Advocacy of, or encouragement of any of the above behaviours.

What is the procedure for resolving complaints?

This Code of Conduct offers two routes of action for those who feel they have experienced unacceptable behaviour:

1. Talk to any Member of the Organising Committee (OC) and ask for informal resolution. Once this Member has a private conversation or receives a complaint, this Member and the Chairs of the OC will approach the person against whom the complaint was made. If the process is brief and the individuals involved can meet separately in person with one of the members of the OC, it is preferable to handle it that way. If the event is ending soon or has already ended and there is no opportunity for such a meeting, communication can be conducted through a video call or via email.

All participants are encouraged to raise any issues and grievances as early as possible, before they become a major problem. The mediation process may be concluded if the offending party acknowledges responsibility for their misconduct and/or offers an apology to the reporting party (if accepted).

2. Report unacceptable behaviour and ask for formal resolution. Any person can formally report unacceptable behaviour to a Member of the Organising Committee (OC) by filing a formal complaint. In this case, the identity of the complainant needs to be revealed at least to the Member of the OC, but should be processed further in confidentiality, only between the parties involved in the complaint and its subsequent inquiry. The Member of the OC will attempt to settle the complaint with involvement by the Chairs of the OC. The Chairs of the OC and the Member of the OC will then jointly examine the complaint; notify the person or organisation against whom the complaint is directed and provide them with an opportunity, in a reasonable time period, to respond to the complaint; set up an inquiry into what happened that ensures the right of all parties to be heard and informed; and identify appropriate action. The Members of the OC can ultimately take sanctions in response to complaints, which includes giving a person a warning, and informing a person's institute of the complaint.