

## CODE OF CONDUCT

### ESIL Commitment to a Society Free of Discrimination and Harassment

1. The European Society of International Law (ESIL) is committed to ensuring an inclusive, welcoming and safe environment at conferences, events, and meetings, including virtual meetings. This commitment extends to all participants and attendees, including vendors, exhibitors, and volunteers, and encompasses formal social events included in the programmes (e.g., Annual Conference meals) or proposed in an ESIL-organised capacity (e.g., workshops organised by ESIL Interest Groups or activities organised by the Early-Career Co-ordinating Network).
2. Discrimination includes unfair or arbitrary treatment, including acts and omissions both verbal and non-verbal, on the basis of actual or perceived sex, gender identity, race, colour or ethnicity, sexual orientation, disability, socioeconomic status, age, religion, national origin, citizenship status, and their intersection.
3. Harassment includes conduct with the purpose of or that could be reasonably perceived as violating the dignity of a person, that creates an intimidating, hostile, abusive, degrading, humiliating, or offensive environment or is experienced as consistently marginalising. Harassment also includes unwanted intimacy, touching, or other non-verbal conduct and the real or implied threat of physical harm.
4. ESIL promotes an inclusive, vibrant culture that is free of discrimination and harassment. Discrimination and harassment are unacceptable because they undermine the equal dignity of every person that must be at the heart of scholarly exchanges. They also prejudice professional development and diminish equal access to and enjoyment of ESIL's activities as a learned society.
5. ESIL wishes to protect academic freedom, which must always be exercised respectfully. Academic freedom is an individual right to expressive freedoms, without undue interference, for members of the academic community as individuals, including freedom to study, teach, freedom of research and information, of expression and publication (including the 'right to err').
6. ESIL is mindful that in academic settings, invisible or unacknowledged hierarchies exist, and that these may inhibit less established individuals, in particular students and early-career researchers, from voicing their objections to or experiences of any conduct outlined above.
7. The Society remains steadfast that all ESIL members should be able to expect a respectful and inclusive environment and calls upon all members and participants in ESIL events to help to achieve this.