

# CODE OF CONDUCT

## International Association for Cross-Cultural Psychology

### Long Version

This code of conduct applies to all participants, members of the Association, Officers, elected members, and any guests at IACCP-endorsed meetings or activities.

The International Association for Cross-Cultural Psychology (IACCP, Inc.) aims to stimulate productive, enjoyable, and safe experiences at its conferences, Culture and Psychology Schools (CPS), and other professional events sponsored or represented by delegates of IACCP. We are dedicated to encouraging an environment of collegiality and mutual respect for all members, who represent diversity in nationality and ethnic background, sex, gender identity, affinity orientation, age, abilities, appearance, and religion. Attendance at an IACCP-sponsored meeting or activity, including any extracurricular activities that occur during IACCP-organized events, requires that all registered individuals and guests follow a code of conduct that stipulates that you will: (1) treat others with respect and (2) not engage in discrimination, intimidation, harassment, and/or abuse at these events or at any social activities associated with, or occurring during, these events.

IACCP discourages relationships that may create an appearance of impropriety. IACCP does not tolerate behaviors that threaten a person's career or sense of safety. IACCP welcomes members to share observations, concerns, or experiences that were distasteful, unsettling, or inappropriate. IACCP affirms that it will take all concerns seriously.

Below we elaborate on some of the activities that are not tolerated at IACCP-endorsed meetings or activities, and the possible consequences of engaging in these actions.

These prohibited activities include, but are not limited to:

- Intimidating, abusive, derogatory or demeaning speech or actions
- Deliberate intimidation, stalking, or following
- Unauthorized and unwanted photography or recording
- Use of social media to intimidate, abuse, or demean people
- Sustained disruption of talks or other events
- Inappropriate physical contact
- Unwelcome sexual attention
- Persistent and unwelcome solicitation of emotional or physical intimacy accompanied by real or implied threat of professional harm or being an observer such activities
- Real or implied threat of physical harm
- Advocating for, or encouraging, any of the above behaviours

Additionally, the IACCP opposes misconduct of a sexual nature between people in positions of authority, influence, power, or status (e.g., IACCP Officers, elected members, workshop leaders, etc.) with junior attendees including students. Such relationships should remain professional at all times during all IACCP events. Abuse and exploitations are not tolerated. The IACCP further acknowledges the harm to observers of many of these prohibited activities and the right of observers to file a complaint using the same procedures as the targets of them.

We also endorse the principles of the Universal Declaration of Human Rights of the United Nations (<http://www.un.org/en/universal-declaration-human-rights>) and the Universal Declaration of Ethical Principles for Psychologists (<http://www.iupsys.net/about/governance/universal-declaration-of-ethical-principles-for-psychologists.html> )

## Reporting

If someone makes you or anyone else feel unsafe or unwelcome, if you witness or experience harassment, intimidation, or abuse, please report it as soon as possible.

Your report can be made anonymously, however if the allegations are found to be clearly true your identity may be presented to the ombudsperson who will investigate the case.

## Procedure for Code of Conduct Breaches at IACCP Events

The IACCP, Inc. (henceforth, IACCP) wants to ensure a collaborative, open, safe, equitable, and inclusive climate at all its meetings. A Code of Conduct has been formulated that communicates the values that we hold and expect to be upheld at our meetings. The procedures specified below address the handling of allegations of a breach of this Code. All persons attending IACCP-sponsored meetings promise to comply with the Code of Conduct.

The procedure to deal with violations is as follows:

1. IACCP has a designated person (“ombudsperson”) to whom complaints can be expressed. The EC appoints a specific person for each international meeting (international conferences, Culture & Psychology schools, regional conferences); for other meetings and occasions complainants can contact the President or Secretary-General. The complaint can be a written statement by the complainant or a statement about the meeting with the ombudsperson that has been confirmed by the complainant.
2. IACCP has a designated person (“ombudsperson”) to whom complaints can be expressed. The EC appoints a specific person for each international meeting (international conferences, Culture & Psychology schools, regional conferences); for other meetings and occasions complainants can contact the President or Secretary-General.
3. The complainant can remain anonymous, if requested.
4. The ombudsperson discusses with complainant the next course of action. If the course of action does not go beyond lodging a complaint, the ombudsperson will open a file and keep secure the complaint. If the course of action requires further action, the ombudsperson may solicit written agreement from the complainant to pursue further investigation of the allegation. Upon written agreement, the ombudsperson will contact both the complainant and the assumed perpetrator. *Note:* If the complainant accuses another person of acute, harm or threat to person, immediately after the event law enforcement will be contacted.
5. The ombudsperson makes a written report that is presented to both parties within four weeks after the event was reported. Both parties can provide their comments which will be included in the final report.
6. The ombudsperson proposes action(s), which may be reconciliatory or punitive. Punitive actions would be presented in the form of a proposal to the President, President-Elect, Secretary Gen (Sec.-Gen), and Treasurer to exclude the assumed perpetrator from future conferences, discontinue membership of IACCP for a specified time, and/or inform the alleged perpetrator’s employer.
7. The President and Sec-Gen carry out the agreed upon proposed action(s) by the Ombudsperson (if applicable).

8. If an event is acute and presented on-site at a conference or meeting, identified as an immediate concern that may harm (have harmed) or pose a threat to the person, the Ombudsperson, in consultation with the President, President-Elect, Sec-Gen, and Treasurer may ask the local organizer of the event to deny access to the assumed perpetrator for the remainder of the event. A full report is needed, that can be written after the event.
9. The final report by the Ombudsperson is confidential and is only accessible for the complainant, accused, President, President-Elect, Sec-Gen, and Treasurer. In case of a severe breach, the President, President-Elect, Sec-Gen, and Treasurer may also decide to inform the employer of the accused.
10. After the final report is submitted, both the complainant and the accused may file an appeal against the report by the Ombudsperson. This report will be evaluated by an ad hoc committee of three people (from the EC).

### Internal procedure

1. The “contact person” will write a summary report containing the allegation, investigation procedures, and steps taken and outcomes, including documentation (e.g., emails or other evidence and correspondence).
2. This will be a confidential material and will be kept in a file and passed from Secretary-General to Secretary-General (and always backed up on their respective devices).
3. In the event of people banned from conferences, conference organisers will send a list of registrants to the Executive Committee soon after the early-bird deadline, and one month before the conference. People who register after this time will be passed on individually for clearance. A designated officer of the Executive Committee will be given access to records of banned members to make these decisions. Banned members who have nonetheless registered to attend will be notified as soon as possible after identification, and depending on the timing and expenses incurred by IACCP, may be eligible for full or partial refunds of their registration.