



IAF Code of Ethics and Professional Conduct

The International Astronautical Federation (IAF), in line with its engagement to fostering the “3-G” Diversity principles (Generation, Gender and Geography), is strongly committed to supporting and promoting diversity and inclusiveness within the space community, within the IAF staff, IAF volunteers and all delegates attending IAF events worldwide.

The IAF is dedicated to organizing, hosting and facilitating events at which everyone can participate in an inclusive, respectful, and safe environment. IAF events are guided by the highest ethical and professional standards, and all participants are expected to behave with integrity and respect towards all other participants attending or involved with any IAF event or activity.

At IAF events and in IAF virtual environments, it is the Federation’s top priority to ensure a safe, healthy, discrimination-free atmosphere that openly accepts all individuals regardless of age, ethnicity, race, religion, nationality, sexual orientation, gender, gender identity, gender expression or any other group identity.

This policy applies to all IAF activities, including:

- IAF Congresses, conferences, workshops and symposia;
- IAF meetings;
- Exchanges among committees or other IAF bodies, publications and communications sent through IAF communication channels and carried out in the context of IAF activities.

Code of Conduct

The IAF expects its staff, members, volunteers and event participants to be guided by the highest standard of ethics, to communicate professionally and constructively, whether in person or virtually, handling dissent or disagreement with courtesy, dignity and an open mind, being respectful when providing feedback, and being open to alternate points of view.

Unacceptable Behaviour

The IAF does not tolerate harassment of IAF members, IAF staff, or other persons involved in IAF events and activities. Any improper or unwelcome conduct that might reasonably be expected or is reasonably perceived to cause offence or humiliation to another person is prohibited at IAF events or activities.

Amongst unacceptable behaviours at any IAF activity or event are:

- **Abuse:** any action directed at an individual that interferes substantially with that person’s participation; or causes that person to fear for his/her personal safety. This includes threats, intimidation, bullying, stalking, or other types of abuse;



- **Discriminatory harassment:** includes offensive verbal or written comments and negative behaviour, sustained disruption of talks or other events, either in real or virtual space, including those that are related to or are based upon gender, age, nationality, sexual orientation, gender identity, gender expression, disability, physical appearance, body size, race, ethnicity, religion, relation or other group identity;
- **Sexual harassment:** any unwelcome conduct of a sexual nature that might reasonably be expected or is reasonably perceived to cause offense or humiliation. Sexual harassment may involve any conduct of a verbal, nonverbal, or physical nature, including written and electronic communications.

IAF Ethics Board

The IAF Ethics Board is a permanent committee which has the responsibility of:

- Defining and updating (whenever necessary) the "IAF Code of Ethics and Professional Conduct";
- Overseeing the application and implementation of the "IAF Code of Ethics and Professional Conduct";
- Assessing reported cases of violation of the "IAF Code of Ethics and Professional Conduct";
- Deciding on immediate actions to prevent any further damage, in the case of any imminent danger;
- Initiating and setting-up an Ad-hoc Investigation Board, if deemed necessary;
- Electing the Ad-hoc Chair and Members of the Investigation Board for each specific case of violation;
- Reviewing and validating the recommendations of the Ad-hoc Investigation Board.

The IAF Ethics Board is composed of:

- **CHAIR**
 - IAF President
- **MEMBERS**
 - IAF Incoming or Past President
 - IAF General Counsel
 - IAF Honorary Secretary
 - IAF Executive Director
- **SECRETARY**
 - IAF Deputy Executive Director

Members of the IAF Ethics Board having a potential or actual conflict of interest pertaining to the specific case of alleged violation shall not participate in the assessment and decision-making process of the case.



Ad-hoc Investigation Board

The IAF Ad-hoc Investigation Board is a temporary committee set-up by the IAF Ethics Board for a specific case of violation of the "IAF Code of Ethics and Professional Conduct". It has the responsibility of:

- Investigating on the specific case of violation of the "IAF Code of Ethics and Professional Conduct";
- Deliberating the results of the investigation;
- Elaborating and presenting to the IAF Ethics Board recommendations on the consequences (if any) of the violation case, based on the investigation results;
- Communicating with all parties concerned with the investigation.

The Ad-hoc Investigation Board is composed of persons not having any conflict of interest pertaining to the specific case of alleged violation:

- **CHAIR**
 - Elected by the IAF Ethics Board
- **2 to 3 MEMBERS**
 - Elected by the IAF Ethics Board
- **SECRETARY**
 - IAF Deputy Executive Director

How To Report an alleged violation of the "IAF Code of Ethics and Professional Conduct"

If any participant in IAF activities or events would like to report on experiencing or noticing an alleged violation of the "IAF Code of Ethics and Professional Conduct", a written report on the alleged violation shall be sent to the IAF Ethics Board at anti-harassment@iafastro.org. The IAF Ethics Board can also be informed in person.

A report on an alleged violation shall never be knowingly false or misleading.

Appropriate sanctions also will be taken toward any individual who knowingly makes a false allegation of unacceptable behaviour.

Procedure in response to a report on an alleged violation of the "IAF Code of Ethics and Professional Conduct"

- After receiving the report on an alleged violation (written via email or in person), the IAF Ethics Board convenes and reviews the case;
- The IAF Ethics Board decides whether any imminent danger exists and, if yes, decides on immediate actions to prevent any further damage;



- The IAF Ethics Board may request additional information from the claimant to decide whether an investigation shall be initiated or whether the incident can be closed without an investigation;
- In case an investigation is deemed necessary, the IAF Ethics Board shall set-up an Ad-hoc Investigation Board and elect an Ad-hoc Chair;
- The Ad-hoc Investigation Board Chair shall contact the accused in writing informing about the report on the alleged violation and requesting a written statement;
- When necessary, the Ad-hoc Investigation Board may conduct interviews with the claimant, the accused and potential witnesses;
- The Ad-hoc Investigation Board shall deliberate on the findings and elaborate recommendation on consequences (if any);
- The Ad-hoc Investigation Board Chair shall communicate the Ad-hoc Investigation Board recommendation in writing to the IAF Ethics Boards;
- The IAF Ethics Board shall review and validate the recommendations of the Ad-hoc Investigation Board;
- The Ad-hoc Investigation Board shall communicate the final decision and consequences (if any) to the accused and the claimant, officially closing the investigation;
- Following the closure of the investigation, the Ad-hoc Investigation Board is dissolved.

All communication between the Ad-hoc Investigation Board and the claimant/accused/witnesses about a specific case of alleged violation shall be properly documented (filed or recorded).

All information about a specific case of alleged violation, including names of all parties involved, shall be protected by the utmost confidentiality. Disclosing of any confidential information is considered a violation of the “IAF Code of Ethics and Professional Conduct”.

Consequences of a violation of the “IAF Code of Ethics and Professional Conduct”

In case of a confirmed violation of the “IAF Code of Ethics and Professional Conduct”, the IAF Ethics Board (in case of imminent danger) and the Ad-hoc Investigation Board reserve the right to impose consequences, which may include:

- Temporary suspension from participating in IAF activities, including IAF Committees;
- Temporary suspension from participating in IAF events;
- Permanent ban from participating in IAF activities, including IAF Committees;
- Permanent ban from participating in IAF events.