



Metallurgy & Materials Society
Société de la métallurgie et des matériaux

All attendees of MetSoc conferences and events (live and online) have a role to play in creating an inviting and harassment-free environment through their own behavior and by discouraging harassment and discrimination by others.

All attendees and staff are to be treated with respect and consideration, valuing a diversity of views and opinions.

Unacceptable Behavior

- Discrimination, harassment or intimidation is unacceptable and will not be tolerated. MetSoc of CIM may take any action necessary and deemed appropriate if attendees engage in unacceptable behavior including removal from the Conference platform without warning or refund.
- Recording or taking photographs of another individual's presentation without explicit permission is not allowed.

[MetSoc Events Code of Conduct](#)

1. MetSoc prohibits and will not tolerate any form of inappropriate conduct at its events, whether the event is held in person or virtually.
2. MetSoc will investigate all complaints of inappropriate conduct in an unbiased manner according to the process defined below.
3. All complaints will be treated seriously and confidentially.
4. Full investigation of any complaint will be completed within three months.
 - a. Depending on the circumstances, and at the discretion of the MetSoc Manager, the participant(s) identified as being in violation can be being asked to immediately leave the event at which the incident occurred.
5. Event security and local police may be contacted in the event violators pose an imminent threat to others or are disrupting the event.
6. MetSoc expressly forbids any retaliation against individuals for reporting harassment.
7. Procedure for lodging a complaint

- a. Criminal behavior should immediately be reported to the authorities. MetSoc reserves the right to impose additional or parallel sanctions to those imposed by the criminal system.
- b. Accusations of violations of the MetSoc Code of Conduct should be made directly to the MetSoc Manager. In the event that this is not possible, the complaint should be made to a MetSoc Board Member or Conference/Event Organizer.
- c. The following information should be provided when reporting inappropriate conduct. MetSoc understands that this information may not always be available, however, it may limit the investigator(s) if this information is not provided.
 - i. Name and contact information of participant who was harmed by the inappropriate conduct
 - ii. Name and contact information of any witnesses
 - iii. Identifying information (e.g. name, badge number, physical appearance) of the individual(s) who are accused of the inappropriate conduct
 - iv. A description of the specific action or behavior that was in violation of the MetSoc Code of Conduct.
 - v. The date and approximate time of the incident.
 - vi. The location and circumstances surrounding the incident.