

## EuPhO - Code of Conduct

The goals of EuPhO are to promote physics education and creativity in physics, and to foster intellectual exchange and friendship by organizing an annual physics competition. To ensure an inclusive environment where everyone feels welcome and can have a good experience, all participants (students, leaders, organizers, Academic Committee (AC) members, graders, ...) must commit to the Code of Conduct. Misconduct will be investigated by the Ethics Committee and may lead to exclusion of individuals from the current and/or future editions of EuPhO.

- **Respect**

We treat everyone with respect. We do not tolerate bullying, violation of personal boundaries, harassment, abuse, or discrimination and deliberate provocation based on gender, race, religion, sexual orientation, political beliefs, citizenship, family status, disability or any additional ground protected by fundamental EU rights. We follow the instructions of the organizers and the AC.

- **Fairness**

We do our best to ensure a fair competition. Cheating or leaking information about the exam is not tolerated. Graders and AC members must report any conflict of interest and assess all exam papers using the same criteria.

- **Laws**

We abide by the laws of the host country. In particular, the use of illegal drugs is not tolerated. Personal data of participants is handled in accordance with the [General Data Protection Regulation](#).

- **Environmental Responsibility**

We strive to minimize the environmental impact of our activities and act responsibly with regard to resource use, waste, and sustainability.

## Reporting and Support

If you are a future, current or past EuPhO participant and are looking for advice or help in any EuPhO-related matter, or suspect or observe misconduct, please contact any of the Ethics Committee members. We take your questions, concerns, complaints and reports seriously and handle them appropriately.

- **Confidentiality:** Reports concerning personal boundary violations will be treated with strict confidentiality if requested. The Ethics Committee will conduct investigations, and the resulting actions will be communicated to the Council (team leaders) in a manner that protects the anonymity of the reporter. If deemed necessary, contact persons of other science olympiads (such as the IPhO secretariat) may be informed.
- **General Misconduct:** Other cases will be investigated by the Ethics Committee, which will recommend appropriate actions to the Council. In urgent cases, the Ethics Committee may take measures and inform the Council as soon as possible. Persons involved in the case, and their team leaders, have the right to appeal to the Council.

In situations where a member of the Ethics Committee has a conflict of interest or is directly involved, they will be excluded from the investigation process to ensure impartiality.