

Code of Conduct

The Cluster of Excellence ML4Q aims to provide an open, international, and diverse research environment. We are committed to making everyone affiliated with ML4Q feel welcome and respected, regardless of gender identity, sexual orientation, disability, physical appearance, body size, race, nationality or religion.

Hence, we ask all persons affiliated with ML4Q, regardless of temporary, guest or full-time employment, to behave according to the following guidelines:

- Treat other people with respect. Be particularly responsible if you hold a position of authority, e.g. as an advisor, superior, or influential member of a research community.
- Behave professionally. Harassment¹ and sexist, racist, or exclusionary comments or jokes are not appropriate.
- Pay special attention to cultural bias. Keep in mind that words or gestures that seem completely harmless to you may be misinterpreted by people with a different background.
- Don't hesitate to ask for clarifications: an open discussion can clear up misunderstandings and resolve conflicts.
- Take care of yourselves and others. A healthy, family-friendly, and well-balanced work environment is crucial both for the well-being of all individuals working within the cluster and for the success of the project as a whole.

The ML4Q Diversity Stewards at the clusters sites represent a first contact point in all matters related to, e.g., harassment or discrimination. Please feel free to contact them in confidence whenever you feel the need! For all questions, feedback, or other matters related to this code of conduct, you are welcome to contact the ML4Q central office.

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¹ Harassment includes sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, and deliberate intimidation. It also includes offensive comments related to gender identity, sexual orientation, disability, physical appearance, body size, race, nationality or religion.