

Code of Conduct

The Danish Cardiovascular Academy (DCA) advocates for a diverse, inclusive, and respectful environment. The DCA strives to integrate values of integrity, trust, honesty and fairness into its education, research and health care practices.

The DCA considers that diversity of opinions and experiences enrich scientific exchange. DCA has therefore created a Code of Conduct to promote educational activities, collaborations and administrative activities in a safe and hospitable setting. Participants must be valued and treated with the utmost respect.

Purpose

The mission of the DCA is to strengthen Danish cardiovascular research, while creating a unique network to stimulate interdisciplinary collaboration and interaction within the cardiovascular field.

This Code of Conduct (CoC) provides the guidelines and agreement for all participants in DCA activities to uphold a safe, hospitable, and respectful environment.

This CoC describes the procedures upon inappropriate behavior and the consequences of violation of the CoC.

Scope of the Code of Conduct

The CoC applies to all events organized by the DCA on public or private platforms, i.e. conferences, meetings, workshops, courses, social, and other gatherings organized by DCA.

It applies to every individual at an event whether they are attendee, speaker, facilitator, guest, DCA staff, contractor or other. Participants are expected to:

- Be respectful and act fairly with other participants.
- Be aware of diversity and respect it in all means.
- Respect privacy and ethical principles of participants.
- Create a productive and welcoming environment for all.
- Act professionally and have respectful speech and actions.
- Handle disagreements constructively.

Definitions

Events organized by the DCA must be conducted in settings free of offensive behavior that includes, but is not limited to:

- Discriminatory, demeaning, or prejudiced behaviors based on race, ethnic or national origin, sex, gender identity, pregnancy, marital status, physical appearance, age, medical condition, disability, political opinion, or religion.
- All forms of bullying, including threatening, intimidation, harassment, humiliating, coercive or offensive conduct.
- Any form of stalking or unwanted physical contact.
- Theft, damage to property and violence.

DCA will not tolerate sexual and foul language and imagery in any form in talks, workshops, parties, and online/social media.

Procedures upon experiences or observations of inappropriate behavior

Through the CoC, the DCA is committed to ensure that any allegations reported will be investigated and acted upon while protecting confidentiality.

Participants are encouraged to speak up, report and stop any action perceived as harassing behavior. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a DCA representative or Director Christian Aalkjær (ca@biomed.au.dk) immediately.

If for any reason you feel it is not appropriate to report suspected violations immediately at the time they occur, you may share your concern and seek for advice by contacting the DCA representative at the meeting or the Director of DCA. The DCA prohibits any form of retaliation against an individual who in good faith reports or provides information about concerns or suspected violations.

Consequences of violation

The conference organizers may take action they deem appropriate when the DCA CoC is violated. This includes direct warning to the offender at the event (privately or publicly), his/her expulsion and barring from participation in future activities as well as from applying for DCA funding.

When applicable, civil or criminal charges and penalties may apply.

DCA CoC working group – members and process

A working group established after the DCA Winter School for Postdocs in March 2023 created the first version of DCA CoC in the period March to May 2023, published online in June, 2023.

Postdoctoral members (in alphabetical order): Casper Binding (Copenhagen University Hospital Herlev and Gentofte, Denmark), Tanja Charlotte Frederiksen (University of Copenhagen, Denmark), Lisa Carlson Hanse (Aarhus University, Denmark), Simon Libak Haugaard (University of Copenhagen, Denmark), Sophie Møller (University of Copenhagen, Denmark), Estéfano Pinilla (Aarhus University, Denmark), Flavia Rezende (Goethe University, Germany), Maren Schrölkamp (University of Copenhagen, Denmark). From the DCA secretariat: Xenia Kessler. Chairperson: Prof. Nicole Schmitt (University of Copenhagen, Denmark)