

## CODE OF CONDUCT

1. The Global Research Council (GRC) is a virtual organisation, comprised of the heads of science and engineering agencies from around the world, dedicated to promoting the sharing of data and best practices for high-quality collaboration among research funding agencies worldwide.
2. It is committed to providing a safe, inclusive and productive environment that fosters the exchange of ideas and knowledge, encourages equal opportunities for and equal treatment of all participants, and which is free of any form of harassment and discrimination. All participants are expected to treat others with respect and consideration.
3. The GRC prohibits any form of discrimination, bullying or harassment – verbal, physical or visual.<sup>1</sup> Discrimination can include any behaviour that excludes people, whether it is based on ethnicity, gender and gender identity, opinion, religion, age, disability, marital status, sexual orientation, or any other reason not related to scientific merit.
4. GRC participants rely on one another's good judgement to uphold a high standard of integrity and ethical behaviour for themselves and their research funding agencies and the GRC. All GRC participants are expected to read and follow this Code of Conduct and promote it consistently throughout meetings, events and workshops (physical or virtual).
5. It is expected that all the members of the GRC Governing Board, the Executive Support Group (ESG), the International Steering Committee (ISC), the Programme Committee (PC), the Executive Secretary, the Working Groups and all GRC participants are guided by the letter and the spirit of this Code.
6. Anyone concerned about a possible misconduct and breach of the GRC Code of Conduct towards themselves or by another GRC participant should report the incident promptly and/or notify in writing the Executive Secretary. In all cases the notification should include supporting details regarding the possible breach. Notifications shall be handled sensitively and in strict confidence and shall protect the privacy of the person(s) exposed to the breach of conduct.
8. The Executive Secretary will inform the respective Head of Research Council (HORC); except in the case of a complaint against a HORC, in which case they will inform an appropriate person (e.g. HR Director/ Chief Operating Office/ Chairman of the Board) at the organisation the participant is representing. The Executive Secretary will request that necessary steps be taken for a breach of this Code of Conduct, if this is considered appropriate and is consistent with the principle of proportionality.
9. If necessary, the Executive Secretary will advise the GRC Governing Board of any sanctions needed (e.g. exclusion of the individual from GRC events) and if necessary, inform law-enforcement agencies of the host or home country of the participant.
10. The GRC Governing Board approved this Code of Conduct in December 2020.

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<sup>1</sup> Discrimination, bullying and harassment can include a continuum of repeated unwelcome conduct that: convey hostility; force unwanted attention, objectification, exclusion, or second-class status; have a negative effect on the targeted person; people may find difficult to defend themselves against (for example, because of a hierarchical relationship with the perpetrator).