

CODE OF CONDUCT (CDC)

MANIFESTO:

The IFIC, as a research center with an international environment, is composed of a diverse group of people from around the world, conducting research in Nuclear, Particle, and Astroparticle Physics and its applications in Medical Physics and other fields of Science and Technology.

Based on core values such as respect and integrity, we promote a work environment where all members of the Institute are treated with dignity and professionalism, enabling all people at IFIC to pursue their careers on equal terms.

It is essential that everyone at IFIC (including both Institute members and collaborating personnel connected to IFIC) becomes familiar with this code and strives to incorporate it into our daily work life.

CODE OF CONDUCT (CDC)

The **Institute of Corpuscular Physics** states the need for everyone working within the Institute to adhere to the following basic principles:

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| <ul style="list-style-type: none">• No discrimination based on sex, sexual orientation, gender identity, age, professional or socio-economic status, disability or medical condition, physical appearance, nationality, racial or ethnic origin, religion, or family situation.• Respectful and equal treatment. At our Institute, we promote an inclusive and respectful environment in all our activities, both within and outside the Institute, including conferences, experiments, recruitment processes, and any other event. We will avoid comments about people's physical appearance, inappropriate physical contact, unequal greetings, intimidating or demeaning behavior, and any form of physical or verbal harassment (including insults and defamation).• Promotion of work-life balance and shared responsibility. Let's work together to support IFIC personnel in fully developing their professional careers without interference in their personal lives and raise awareness about gender equality. Let's help address imbalances in professional careers, especially those stemming from personal and family responsibilities. Let's promote balanced gender leadership. | <ul style="list-style-type: none">• Cultural identity. We respect the cultural diversity of our Institute, which is reflected in the use of different languages and in the distinctive elements of each culture, such as clothing, food, and ways of interacting with others.• Empathetic and responsible leadership. Special care is needed in hierarchical interactions among Institute workers. It is essential for IFIC personnel to foster respectful behavior and set a positive example, avoiding any abuse of power and taking responsibility for the people under their supervision. This applies to all types of personnel, regardless of the nature of their work, with particular attention to those who may find themselves in situations of greater vulnerability or who are significantly influenced by their superiors in their careers, such as doctoral students and postdocs in the research environment, as well as technical or management personnel.• Use of language and images. We must be especially mindful not to use sexualized or discriminatory language, as well as to properly use images, illustrations, and photographs in documents, websites, social media, etc., to ensure diverse and non-discriminatory representation in our community. |
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If you have any questions about any aspect of the Code of Conduct or have witnessed inappropriate behavior, you can contact the Equality and Diversity Committee at: cid@ific.uv.es. Reports will be treated seriously, and the CSIC and UV protocols will be followed.