

Code of Conduct

1. Introduction

The European Society of Endocrinology (ESE) is committed to fostering an inclusive and respectful environment that promotes excellence in research, education, and clinical practice in endocrinology. This code of conduct outlines the principles and behaviours expected from all individuals associated with ESE, including employees, volunteers, committee members, speakers, and attendees at ESE events.

We aspire to be visionary, inspiring, engaging and supportive. We are open, transparent and inclusive in everything that we do and work towards diversity across our activities.

2. Principles

2.1. Respect and Inclusivity: We respect the diversity and value the contributions of all individuals associated with ESE. We treat each other with fairness, dignity, and kindness, promoting an inclusive and welcoming environment for all.

2.2. Professionalism: We conduct ourselves professionally and uphold the highest standards of ethical behaviour in all interactions related to ESE's activities.

2.3. Integrity: We act honestly and transparently, avoiding conflicts of interest that could compromise ESE's mission or reputation.

2.4. Compliance: We adhere to all applicable laws, regulations, and policies, including ESE's governing documents and codes.

2.5. Collaboration: We encourage open and constructive collaboration, valuing the expertise and insights of all individuals involved with ESE.

2.6. Confidentiality: We respect the confidentiality of sensitive information and handle it appropriately, ensuring that it is shared only with those who have a legitimate need to know.

3. Behavioural Expectations

ESE does not support or tolerate extremist views, and individuals associated with the organisation are expected to adhere to this principle.

3.1. Respectful Communication: We communicate with courtesy and respect, avoiding offensive, discriminatory, or harassing language or behaviour.

3.2. Inclusivity: We actively work to create an inclusive environment, valuing and embracing diverse perspectives and backgrounds.

3.3. Conflict Resolution: In the event of conflicts or disagreements, we seek resolution through constructive dialogue and mediation, avoiding personal attacks or hostile behaviour.

3.4. Anti-Harassment: We are committed to providing a harassment-free environment. Harassment of any form, including but not limited to verbal, physical, or online, is strictly prohibited.

3.5. Professionalism in Events and Communications: All interactions, presentations, and communications at ESE events, conferences, and online platforms should align with the ESE's mission and values.

4. Reporting Violations

4.1. Reporting Procedure: If you witness or experience any violations of this code of conduct, report the incident promptly to a member of the ESE Team or the Executive Committee.

4.2. Non-Retaliation: ESE prohibits any retaliation against individuals who report violations in good faith.

5. Consequences of Violations

5.1. Investigation: ESE will promptly investigate reported violations and take appropriate action based on the findings.

5.2. Disciplinary Actions: Violations of this code of conduct may result in disciplinary actions, which may include warnings, temporary suspension, or permanent expulsion from ESE activities.

6. Review and Amendments

This code of conduct will be reviewed periodically to ensure its continued relevance and effectiveness in promoting a respectful and inclusive environment within the European Society of Endocrinology.

7. Acknowledgment

By participating in ESE activities, individuals are deemed to have read and agreed to comply with this code of conduct.

8. Communication

This Code of Conduct will be made available to all through the ESE website and other appropriate channels.

By adhering to this Code of Conduct, the European Society of Endocrinology seeks to maintain a positive and respectful environment that fosters collaboration and contributes to the advancement of endocrinology research, education, and clinical practice.

Related information:

[ESE Equality, Diversity and Inclusion Policy](#)

[ESE Executive Committee](#)

[ESE Team](#)