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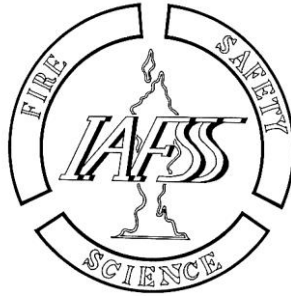
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IAFSS is registered in England and Wales as a charity, No 800306

## IAFSS Member Code of Conduct

The IAFSS was founded with the primary objective of encouraging research into the science of preventing and mitigating the adverse effects of fires and of providing a forum for presenting the results of such research. The IAFSS wants all members to have opportunities to reach their full potential as members of the Association and be free from harassment, intimidation, bias, and discrimination. This Code of Conduct sets forth expectations for behaviour and is intended to ensure that the IAFSS achieves its objectives as a diverse and inclusive association with equitable treatment of all its members and all other entities with which the IAFSS interacts during any of its activities regardless of the protected characteristics of age, disability, gender, marital / civil partnership status, pregnancy and maternity/paternity, race or national origin, religion or belief, sex, and sexual orientation and the additional characteristics of social class, career level, career discipline or field of study, political viewpoints, or national origin.

### *To Whom Does the Code Apply?*

This Code of Conduct establishes guidelines and expectations for conduct of all those engaged in activities and business related to IAFSS. This Code applies to Members, Trustees, and any other individual participating in an activity or business related to IAFSS. Note that non-Members do not have the right to appeal any sanctions imposed due to violations of the Code of Conduct.

### *Where to Ask Questions about the Code?*

Questions or concerns about the Code of Conduct can be sent to the Vice Chair of the IAFSS Diversity, Inclusivity, and Equity Subcommittee: <mailto:dei@iafss.org>.

### *How do I report violation of the Code?*

If you have experienced or witnessed a violation of the Code of Conduct, a report can be made following the IAFSS Feedback and Complaints Procedure. A copy of the procedure can be found [here](#).

### *What does the IAFSS do with a report of a violation of the Code?*

The IAFSS will first establish if the complaint falls under the Code of Conduct. If it does, an investigation will be performed following the investigation process. If the investigation upholds the complaint, the IAFSS will take action commensurate with the severity of the infraction.

Complaints that do not fall under the Code of Conduct may still be investigated if the complaint violates other policies and expectations of the IAFSS.

### *What happens if I am accused of violating the Code?*

Reports of violations of the code are resolved following the *IAFSS Feedback and Complaints Procedure* found [here](#).

### *What happens if I violate the Code?*

If it is determined that you have violated the Code, the IAFSS may choose from a range of sanctions up to banishment from the Association and all of its activities. The IAFSS reserves the right to report violations of the Code to civil authorities.

### The Code:

1. The IAFSS expects all members, working group members, trustees, employees, volunteers, and event guests to conduct themselves in a professional, ethical, and inclusive manner; to treat others with patience, respect, and consideration; and to resolve disagreements in a positive and professional manner without the use of personal attacks.
2. The IAFSS opposes intimidation, harassment, or discrimination in any form – verbal, physical, written, or visual.
3. The IAFSS is committed to fostering a safe environment for member activities, behaviour that poses a potential risk to health, safety, and security of members, volunteers, guests, or the Association will not be tolerated.
4. The IAFSS expects the highest standards of academic integrity for research and reviews of research being presented at meetings and workshops and for work conducted within the working groups. Dishonesty, plagiarism, and other ethical violations are not tolerated by the IAFSS.
5. The IAFSS wants to foster the open exchange of ideas and expects all to be open to different views and opinions and encourages seeking a diversity of views.
6. The IAFSS expects that conflicts of interest be avoided. Examples include but are not limited to serving as reviewer for a paper by another employee of your organization or negotiating contracts with businesses in which there is either actual or the appearance of a financial or personal interest.
7. The IAFSS will not tolerate retaliation against individuals reporting a potential violation of the Code or participating in an investigation of a potential violation of the Code.
8. The IAFSS expects that all act to provide opportunities for others to learn and develop in ways that are in keeping with the IAFSS commitment to diversity, equity, and inclusion.
9. The IAFSS encourages all to speak up if any behaviour occurs that conflicts with this code of Conduct.

### Version control

Date	Action	Next review
12 June 2022	New policy	N/A
<b>30 June 2022</b>	<b>Policy reviewed and approved by the Board of Trustees</b>	<b>No later than June 2024</b>