

# EALE Code of Professional Conduct

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This document is largely inspired by similar documents from the American Economic Association, European Economic Association and the Royal Economic Society but “Imitation is the sincerest form of flattery [..]” (O. Wilde).

The first version of this code was drafted by Arnaud Chevalier, Anne Gielen and Miriam Wüst, and discussed by the EALE Executive Committee on March 24, 2023. It will be implemented at all EALE sponsored activities until the final version of the Code of Conduct gains EALE’s members approval.

The European Association of Labour Economists (EALE) was founded in 1989 in order to promote the advancement of knowledge in the field of labour economics in Europe and elsewhere. Its activities include among others, the organisation of international conferences and workshops, and the promotion of the study and application of labour economics.

The EALE expects its members to adhere to the high professional standards that this requires and to encourage others associated with the discipline to do so. The EALE also sets these standards for itself, and hence the code of professional conduct applies to all involved or associated with the EALE through events or other activities.

1. EALE members and non-EALE members attending EALE-sponsored activities are expected to conduct themselves ethically, honestly, and with integrity in all professional activities.
2. EALE members should freely express and exchange scientific ideas. Discourse in all forums should be conducted in a civil and respectful manner, with each idea or contribution considered only on its merits and not on characteristics of the speakers. Under no circumstances will discrimination, bullying or harassment based on peoples’ age, gender, race, ethnicity, national origin, religion, sexual orientation, disability, health condition, marital status, parental status, genetic information, or any other reason be tolerated.
3. EALE members should not harass any person. Harassment includes, but is not limited to, unwelcome conduct that creates a work environment that a reasonable person would consider demeaning, intimidating, abusive, hostile, or offensive. Sexual harassment includes unwelcome explicit sexual solicitation, physical advance, or implicit sexual solicitation, such as verbal or non-verbal conduct that is sexual. Racial harassment includes unnecessary, exaggerated, or unwarranted attention or attack, whether verbal or non-verbal, because of a person’s race or ethnicity.
4. EALE members should not take actions, verbal or otherwise, that create a hostile environment, even if such actions do not target specific individuals.
5. EALE members should not use their position to coerce or manipulate (explicitly or implicitly) any person for personal, economic, or professional advantage.
6. All individuals (i.e., also non-EALE members) must behave responsibly and in accordance with the EALE Code of Professional Conduct in all EALE activities in which they participate.
7. Individuals violating this policy may be subject to disciplinary action according to the EALE Complaint Policy.
8. The EALE views it as the responsibility of each individual member to be proactive in helping to mitigate or avoid harm when the member witnesses any unacceptable behaviour.