INTERNATIONAL CARTOGRAPHIC ASSOCIATION

Code of Conduct

PURPOSE

To state the commitment of the International Cartographic Association to uphold ethical and professional standards of conduct. This Code of Conduct aligns with the International Science Council's Code of Conduct.

WHO THE POLICY APPLIES TO

We expect all attendees to agree to follow these rules at International Cartographic Association events and associated activities, in person and virtual, related social events, online forums and spaces, such as Discord and Telegram, social media, and in any other modality of engagement.

POLICY STATEMENT

Promote an Inclusive environment. We welcome and support people of all backgrounds, identities, and abilities. We are mindful of power differentials within our community and prioritize the safety of marginalized people, and we take care to promote a positive environment to ensure the physical and social safety of all attendees.

We engage in constructive criticism rather than attacking others with whom we disagree. Constructive criticism includes specific and actionable feedback with the intent of helping the recipient.

Treat others with respect and dignity. We engage in respectful conversation with one another. We will not always agree, but disagreement is not an excuse for disrespectful behavior. We do not tolerate abuse or harassment of attendees. Abusive behavior includes hurtful behaviors which are intimidating, rude, unwelcome, offensive, demeaning or that disrespect the dignity and autonomy of others. Harassment includes, but is **not limited to**:

- Offensive comments related to gender, gender identity and expression, sexual orientation, disability, group status including nationality, culture or ethnicity, physical appearance, language fluency, body size, race, or religion;
- False statements meant to harm a person's reputation;
- Non-consensual outing of any aspect of a person's identity;
- Deliberate mistitling, misgendering, or using 'dead' or rejected names;
- Stalking, in person or online;
- Deliberate intimidation or bullying, online or offline] ;
- Unwelcome photography or recording;

- Sustained disruption of talks or other events;
- Inappropriate physical contact;
- Unwelcome sexual attention.

Speak up and report violations. Everyone has the responsibility to report harassment and abuse. If you are being harassed or abused, notice someone else being harassed or abused, or if you have concerns, please reach out to (designated person at event) or International Cartographic Association Event Organizers right away with the following information:

- The name and contact information of the person submitting the report;
- The name of the person subjected to misconduct;
- The name (if known) or description of person committing misconduct (accused);
- A detailed description of the misconduct, including dates, times, locations, witnesses (if any) and any other pertinent information.

Event organizers will work to address the problem and escalate the matter to the ICA Executive, if necessary. Reports are **confidential** and no retaliatory actions are permitted.

If your issue is not resolved, or if you are not comfortable reporting to (designated person at event) or event organizers, you may reach out to (designated person(s) in ICA.

RESPONSIBILITIES

As a member or guest of the International Cartographic Association, you are responsible for following this policy.

ICA commissions and working groups are responsible for designating one or more people to receive reports at their events and communicating this person's role to event attendees.

HOW REPORTS ARE HANDLED

Responsibilities of the International Cartographic Association
International Cartographic Association event organizers will review all reports of misconduct and discuss potential courses of action or consequences, including removal from events. If warranted, violations may be escalated to the ICA Executive Committee and include consequences such as a ban on any future ICA event attendance.

POLICY HISTORY

Approved: 28 February 2026

This policy is reviewed, updated, and approved by the ICA Executive Committee.

Acknowledgements
Language in this Code of Conduct policy is based on and adapted from policies from NACIS, Geek Feminism, MenEngage Alliance, Brown University, and from the International Science Council Code of Conduct.