

Code of conduct

International Association for Collective Dynamics

Code of Conduct

*Inspired by the Society for Natural Sciences Code of Conduct (accessed 12 January 2026).*¹

This Code of Conduct applies to all members and to external persons holding official functions within the Association. They must:

- Uphold the rigor, honesty, and integrity of the professional researcher, educator and/or practitioner, serving as an example to others.
- Uphold the reputation of the Association.
- Never engage in corrupt practice.
- Treat information with appropriate confidentiality and sensitivity.
- Behave in a way which maintains the rights, dignity and welfare of all those in the Association.
- Contribute to the Association as required by their membership and position (as further detailed in Section 1.2).

Any breach of this Code will be investigated and may lead to penalties including temporary suspension or permanent termination of membership or removal from a position in the Association.

1.1 Procedures

1.1.1 Lodging Complaints

Only written complaints from a named person will be considered. Concerns or complaints can be communicated in confidence via m.chraibi@fz-juelich.de (interim address; it will be replaced by an official association address once available).

A member of the Executive Board of the Association will investigate the complaint in the first instance and will endeavor to facilitate mediation to resolve issues.

At this point, the complaint may be resolved, dismissed, or investigated further.

1.1.2 Investigation

The member of the Executive Board will identify a member of the Association who has no conflict of interest to assist with further investigation to decide whether a full investigation

¹<https://www.socnatsci.org/society-for-natural-sciences-code-of-conduct/>

by a Disciplinary Panel is justified.

There shall be a presumption of innocence until a breach of the Code of Conduct is established. Positions in the Association or membership may be suspended while the investigation is carried out if deemed necessary.

Written records of the complaint and actions undertaken shall be kept.

If it is not possible to resolve the issues in the complaint, a written case to be answered shall be produced and a Disciplinary Panel shall be appointed by the investigation team.

1.1.3 Disciplinary Panel

The Panel will consist of a minimum of three persons. Members of the panel must not have any conflicts of interest. Ordinarily, at least one member of the Executive Board sits on the panel, unless this is not possible due to conflicts of interest.

The Panel assesses the complaint and recommends outcomes to the Executive Board, which takes the final decision on sanctions.

Both parties to the complaint shall be informed of the date and time of the hearing at least 30 days in advance. Anonymity and non-involvement in the hearing may be granted to the complainant by the panel, provided sufficient independently verifiable information is available. Communication of these details will be via the email address provided by the parties to the initial investigation team or associated with a membership.

All those involved may provide additional written evidence to the disciplinary hearing.

Respondents are entitled to bring a supporter to the hearing, or in their absence send someone appointed in writing to represent them and speak on their behalf.

The Panel may invite additional advisors who will not vote on the decision to the hearing.

The hearing will be conducted with transparent fairness.

The hearing will comprise a statement of the complaint by the investigating team or the complainant, supported by evidence which may include witness statements or cross-examination. This will be followed by a rebuttal by the respondent or their appointed representative and evidence which may also include witness statements or cross-examination.

Mitigation and resolution remain possible at any time before and during the hearing.

If a member resigns after a complaint has been lodged, the investigation may nevertheless continue for the purpose of establishing the facts and determining whether the circumstances should be recorded for any future application for membership.

The Panel shall make its recommendations by simple majority. If the complainant does not attend the hearing, the Panel shall decide in their absence based on the available evidence.

If the complaint is upheld then the Panel will hear evidence of any mitigating circumstances before the penalty is decided.

The respondent will be notified of the decision in writing within 28 days of the hearing.

If the penalty is termination of membership then this shall remain on the record indefinitely. Any lesser penalty will remain on the record for 2 years.

1.2 Indication of Expectations and Penalties

Expectations of Association members depend on their membership category and any position they hold within the Association and its governing bodies.

All members are expected to contribute to the basic functioning of the Association. This includes, for example, the timely payment of membership fees, participation in General Assembly meetings, maintaining up-to-date contact information, and responding to reasonable requests for information related to the activities of the Association.

Failure to fulfil basic membership obligations may be considered a breach of this Code of Conduct and may result in appropriate measures in accordance with the procedures defined in the Statutes and this Code.

Persistent failure to meet membership obligations, including payment obligations, may constitute grounds for measures in accordance with the Statutes.

Members holding special positions within the Association (e.g., Executive Board or Steering Committee members) are expected to actively fulfil the duties associated with their position.

In cases of prolonged inactivity or repeated failure to fulfil these duties, the Association may take proportionate measures. These may include:

- a formal reminder requesting renewed participation,
- temporary suspension from the role or associated responsibilities,
- removal from office in accordance with the procedures and by the competent bodies defined in the Statutes and applicable internal rules.

1.3 Appeal

Before any sanction is imposed, the respondent must be given an opportunity to be heard. Respondents may appeal the decision of the Executive Board only if there are clear grounds for doing so, such as the emergence of additional evidence, failure to follow the procedures outlined in this Code, or an apparent injustice.

Appeals shall be handled in the same manner as complaints. Individuals who were previously involved in the case shall not participate in the appeal procedure.

In cases where the sanction is termination of membership, the appeal shall be governed by the Statutes, and the General Assembly shall decide finally.

1.4 Records

Records of the procedures set out in Section [1.1](#) and its subsections shall be kept in accordance with the GDPR.