



CODE OF CONDUCT OF ITRUSST INC.

Adopted by the Board of Directors on 24 July 2026.

This Code implements Article 15.5 of the Bylaws.

1. OUR COMMITMENT

ITRUSST is an international community of researchers, clinicians, industry, regulators, and other contributors. We are committed to making participation in ITRUSST a harassment-free and professional experience for everyone, regardless of age, disability, ethnicity, sex characteristics, gender identity and expression, level of experience, education, socio-economic status, nationality, personal appearance, race, religion, or sexual identity and orientation. This Code applies to all Directors, Officers, Working Group participants, and others acting on behalf of or in collaboration with ITRUSST. We expect everyone to act and interact in ways that contribute to an open, welcoming, diverse, inclusive, and healthy community.

2. SCOPE

This Code applies in all ITRUSST spaces, online and in person, including the activities of its Working Groups and the Collaborative Community, the ITRUSST mailing list, and ITRUSST events such as the FUN conference. It also applies when an individual represents ITRUSST in public, for example by using an official ITRUSST email address, posting through an official ITRUSST account or website, or acting as an appointed representative at an event. At ITRUSST events, this Code applies equally to all participants, including attendees, speakers, exhibitors, sponsors, and volunteers.

3. EXPECTED BEHAVIOR

Behavior that supports a positive and productive community includes:

- a) Showing empathy, kindness, and patience toward others.
- b) Respecting differing opinions, viewpoints, experiences, and approaches.
- c) Giving and gracefully accepting constructive feedback.
- d) Taking responsibility for mistakes, apologizing to those affected, and learning from the experience.
- e) Focusing on what is best for the community, not only for ourselves.
- f) Working collaboratively across organizations, stakeholders, and countries.
- g) Being transparent about conflicts of interest, consistent with the Conflict of Interest Policy.
- h) Crediting the authors of scientific work and giving appropriate attribution.
- i) Being honest and realistic in scientific and technical claims, grounding them in evidence, and acknowledging and correcting errors.

4. UNACCEPTABLE BEHAVIOR

Behavior that will not be tolerated includes:

- a) Harassment of any kind, in public or private, including sexual harassment and unwelcome attention.
- b) Publishing another person's private information, such as a physical or email address, without their explicit permission.
- c) Trolling, insulting or derogatory comments, and personal or political attacks.
- d) Intimidation, threats, or sustained disruption of discussions or events.
- e) Other conduct that would reasonably be considered inappropriate in a professional setting.

Anyone asked to stop unacceptable behavior is expected to do so immediately, and claiming that no harm was intended does not excuse it.

5. REPORTING A CONCERN

If you experience or witness unacceptable behavior, report it to the ITRUSST conduct contact at info@itrusst.com. At in-person events such as FUN, you may also report to the on-site organizers, who can take immediate steps to help, including contacting venue security or local authorities where needed. Reports are reviewed promptly and fairly. If a concern involves a Director, or the person who would normally receive the report, it may be sent to any other Director instead. Those handling a report will respect the privacy and security of the reporter as far as is consistent with a fair and effective process. ITRUSST will not retaliate against anyone who reports in good faith or assists an inquiry, and a report made in bad faith, such as to harass or retaliate, is itself a violation.

6. ENFORCEMENT

The Board is responsible for this Code and for its fair and consistent enforcement. Working Group Chairs address day-to-day conduct within their groups and refer serious matters to the Board. Those responsible for enforcement may remove, edit, or reject contributions that do not align with this Code, and may take corrective action in response to behavior they find inappropriate, threatening, offensive, or harmful. They will explain the reasons for a decision where appropriate.

7. CONSEQUENCES

In responding to a violation, those responsible for enforcement will choose a proportionate measure, generally along the following lines:

- a) **Correction.** For inappropriate language or conduct that is unprofessional or unwelcome, a private written warning explaining the violation, and where appropriate a request for a public apology.
- b) **Warning.** For a violation through a single incident or a series of actions, a warning with defined consequences for continued behavior, which may include a period of no interaction with those involved in ITRUSST spaces and external channels.
- c) **Temporary suspension.** For a serious violation or sustained inappropriate behavior, temporary removal from ITRUSST activities and communication for a set period, with no interaction with those involved during that time.
- d) **Permanent removal.** For a pattern of violations, sustained inappropriate behavior, harassment, or aggression toward or disparagement of individuals or groups, permanent removal from participation in ITRUSST.

Where action is taken under this Code, the person affected may ask the Board to review the decision.

8. ATTRIBUTION

This Code is adapted from the Contributor Covenant.