

**COMPARATIVE AND INTERNATIONAL EDUCATION SOCIETY
CODE OF CONDUCT
ADOPTED NOVEMBER 4, 2024**

Section 1. Introduction

The Comparative and International Education Society (“CIES” or the “Society”) is committed to creating and maintaining an environment free from harassment, discrimination, and/or retaliation for all participants in the Society’s activities. This Code of Conduct (may be referred to herein as “Code”) articulates a common set of values upon which members of the Society build their professional and scholarly work. The following policies pertain to all activities and venues in which Society members and other participants take part, including, but not limited to, conferences, meetings, governance, and other assemblies that occur in person, by telephone, or through electronic communication (collectively referred to as “CIES Related Activities”). The principal purpose of this Code of Conduct is to promote and maintain a welcoming, ethical and collegial environment for all. Individuals have a right to a working environment that is free of harassment and discrimination in any form. Members of the Society have a shared responsibility to help create and sustain such an environment. While the primary audience for this Code of Conduct is our own CIES community and its focus is on CIES Related Activities, we encourage its application in other settings where CIES members and participants work and conduct research. Importantly, this Code also affirms the Society’s commitment to provide resources and guidelines that strengthen proper professional conduct in our field.

Section 2. Scope of Application

The values affirmed and policies laid out in this Code of Conduct apply to all CIES members and participants while involved in CIES Related Activities, regardless of seniority or authority. They also apply to CIES employees, contractors, vendors, volunteers, and guests.

Neither the Society, the Society’s Board or its committees, nor the Office of the Executive Director is an adjudicative body. As a result, the scope of any administrative process CIES has developed or will develop is limited only to considerations bearing on any person’s association with the Society, either as a member, contractor, or other relationship.

Section 3. Discrimination

CIES rejects as unwelcome and unethical all forms of discrimination based on race; color; religion/creed; political convictions; national origin, citizenship, ethnicity, and culture; gender and sex (including pregnancy); disability; socio-economic status; marital, domestic, or familial status; sexual orientation; gender identity; age; military service or veteran status; genetic predisposition or carrier status; professional status/rank, or any other characteristics or status protected by applicable federal, state or local laws (collectively referred to as “Protected Characteristics”). Discrimination refers to harassment and/or arbitrary or differential treatment, whether intentional or impacting an individual, on the basis of the above-described characteristics.

Section 4. Harassment

CIES does not tolerate harassing behaviors. The Society recognizes that harassment is a legal term

that is heavily context-dependent, requires a fact-intensive inquiry and legal adjudication. Accordingly, this Code of Conduct does not attempt to define what harassment is or is not. And in fact, some of the conduct which is disallowed by this Code of Conduct may not legally constitute harassment. Rather, the focus of the Code of Conduct is on conduct that is unacceptable and inconsistent with the Society's ethos.

To that end, the following acts by any member of the Society subject the actor to revocation of their membership or permission to participate in any CIES Related Activities. These behaviors broadly include unwelcome behavior that may be a single incident or a series of incidents and include actions that are discriminatory, offensive, abusive, belittling, bullying, humiliating, threatening, and/or intimidating, regardless of whether they are based on any of the Protected Characteristics. These acts may be an abuse of real or apparent power to explicitly or implicitly gain favors or to threaten injury or other detriment. Such detriment includes, but is not limited to, lack of collegial acceptance, educational opportunities, or loss of employment or career opportunities.

Section 5. Retaliation

CIES does not tolerate retaliatory behavior against a complainant or any person who participates in, or assists others in participating in, any administrative process brought pursuant to the Society's Code of Conduct or external complaint processes.

Section 6. Sexual Harassment

CIES does not tolerate sexual harassment of any form or in any setting. Sexual harassment is behavior (speech, insinuations, or actions) in formal or informal settings that demeans, humiliates, or threatens an individual or group of individuals on the basis of their sex, sexual orientation, self-identified or perceived sex, gender expression, gender identity and/or the status of being transgender. Sexual harassment is not limited to sexual contact, touching, or expressions of a sexually suggestive nature. Sexual harassment includes all forms of gender discrimination including gender role stereotyping and treating employees or participants in CIES events differently because of their gender. Sexual harassment also includes, but it not limited to: unwelcome sexual advances; requests for sexual favors; verbal comments or physical conduct of a sexual nature; implied or expressed promises of professional reward in exchange for sexual favors; implied or expressed threats of retaliation or denial of opportunity for refusing any requests for sexual favors; or other conduct that creates or tends to create an intimidating or hostile environment. Sexual harassment refers to behaviors that a similarly situated person would reasonably consider unwelcome and personally offensive, intimidating, or hostile, or that create an inferior term, condition, or privilege for an individual.

Section 7. Academic Freedom

This Code of Conduct also affirms the Society's commitment to academic freedom. The Society recognizes that the field of comparative and international education requires the free exchange of information, ideas, beliefs and opinions in diverse forms, and that it may well include discussion of controversial topics and unpopular points of view. However, such freedom of exchange and expression coexists with an equally vigorous commitment to, recognition of, and respect for the rights of others, and concern for the well-being of every participant in CIES Related Activities.

Section 8. Research Ethics and Responsible Professional Practice

Responsible, ethical scholarly inquiry and professional practice are at the core the Society's ethos. Consequently, the Society endorses the values, principles and guidelines embedded in the 2010 Singapore Statement on Research Integrity and the 2018 Global Code of Conduct for Research in Resource-Poor Settings. We recommend that our members abide by the professional expectations laid out in each of these statements when conducting research and evaluation whether empirical, theoretical and/or applied in nature. The Society recognizes the enforcement of research ethics and responsible professional practice will be governed by the regulations and procedures of the globally wide-ranging institutions, organizations and governments in which our members work, and outside the Society's ambit. Though these principles are distinct from those the Society espouses through this Code of Conduct, but they exist in parallel with this Code of Conduct. Accordingly, any conduct that is condoned under either the Singapore Statement or Global Code of Conduct will not be reviewed or investigated by the Society under this Code of Conduct. Furthermore, conduct found to contravene either the Singapore Statement or the Global Code of Conduct, does not automatically constitute a violation of this Code of Conduct.

Section 9. Reporting and Resolution Procedures

Any Society member or any other person who feels they have been subject to conduct prohibited by this Code of Conduct should report said conduct to Past-President of the Board or Executive Director for an investigation. Any investigation under this Code will be kept in strict confidence. The investigation may include an informal process if that is sought by the complainant.

In any investigation conducted under this Code, the Board will name an ad-hoc committee to conduct the investigation, including interviewing witnesses and reviewing application documents; issue a report; and make a recommendation to the Board. If the accused individual is a member of the Board, that individual shall not participate in any discussions or decisions regarding the complaint or at any stage of the investigation. If the Board finds that it was more likely true than not that the conduct asserted did occur, the person accused may be subject to sanctions, up to and including permanent revocation of their CIES membership or for non-members, revocation of their ability to attend CIES Related Activities.

The parties to any investigation under the Code of Conduct will receive a confidential notice of the Board's decision. The notice will include the ad-hoc committee's findings; the Board's decision; and if warranted, any sanctions the Board considers appropriate. Any party to an investigation will have 30 days from their receipt of the confidential notice to petition the Board for a reconsideration of the decision. The Board's decision after such a reconsideration shall be final.

All complainants shall also have the ability to file external complaints and/or police reports depending upon the nature of the conduct.

Nothing under this Code of Conduct should be interpreted to allow any and all claims to be brought to the Board's attention. Neither this Code nor the investigative process are meant as a means to allow harassment against an individual accused under this Code. For this reason, if the ad-hoc committee determines that the accusations were brought solely for frivolous reasons and made principally to harass the accused, the accuser will be on notice that their membership may also be revoked, or for non-members, the revocation of their ability to attend CIES Related Activities.

Section 10. Data on Code of Conduct Complaints

The Office of the Executive Director will compile an annual report of anonymous aggregated data on complaints made pursuant to this Code, including, but not limited to, sexual harassment. The report will be provided to the full Board of Directors for review and approval, and will then be available to the membership upon request. With respect to harassment, CIES recognizes the U.S. Equal Employment Opportunity Commission ("EEOC") guidelines which note that the victim of harassment can be anyone affected by the offensive conduct, not just the individual at whom the conduct is directed. This Code and the structure of the Society's administrative process for addressing claims brought under this Code of Conduct. They will also be published on the CIES website.