

IAMHRF Code of Conduct

Our Approach and Ethos

[IAMHRF](#) exists to increase and accelerate the impact of mental health research on improving lives. We support collaboration within our global network of research funders and provide a forum to engage with the broader ecosystem of journal editors, regulators, policy-makers, researchers and people with lived experience.

We believe that the rich diversity of our members, partners, and community—who represent a breadth of countries, cultures, languages, and perspectives—leads to better decision-making and greater impact. We recognise the equal worth of every person, regardless of background or personal characteristics, and are committed to fostering an inclusive and equitable environment across all our activities. We strive to create a space where all voices are valued and collaboration drives meaningful impact.

The IAMHRF Code of Conduct outlines our expectations for respectful engagement between members of our community and applies to both virtual and in-person fora. Upholding these principles is a collective responsibility, and every individual—including the IAMHRF Executive Team—is expected to align their behaviour with these values.

Expectations

We are committed to fostering a positive, respectful, safe and inclusive environment for all people in our initiatives, virtually and in person. To achieve this, all people shall:

- **Uphold Respect and Professionalism:** Engage with all members, partners, and stakeholders in a respectful and professional manner, valuing diverse perspectives and experiences:

- **Ensure Inclusivity and Equity:** We believe in respect, diversity, inclusion, fair treatment and encouragement of participation of all individuals to ensure that diverse perspectives are welcomed and heard. We ask that all individuals respect the self-identification of others, for example using preferred pronouns (he/she/they), and promote an environment where all individuals, regardless of background, identity, or beliefs, feel welcomed, heard and valued.
- **Maintain Integrity and Accountability:** Act with honesty, transparency and accountability in all engagements, ensuring that communications and collaborations reflect the highest ethical standards.
- **Engage Actively and Constructively:** Foster meaningful discussions by actively listening, expressing ideas thoughtfully and valuing diverse viewpoints, as well as addressing disagreements with courteousness and open-mindedness.
- **Prevent and Address Misconduct:** We do not tolerate harassment or intimidation in any form—verbal, physical, or written (including social media and email). If any concerns arise, please report them promptly through the appropriate IAMHRF channels for resolution. This includes, but is not limited to:
 - Unwanted conduct related to protected characteristics (e.g., age, disability, gender, race, religion, sexual orientation).
 - Inappropriate or sexualised content, unwelcome physical contact, stalking or persistent unwarranted attention.
 - Sustained interruption of speakers or those asking questions.
 - Unwanted photography or filming of individuals.
 - Bullying, threats or personal attacks.
- **Confidentiality:** All individuals must respect the privacy of sensitive information shared in meetings or projects, unless explicit permission is given to disclose it.
- **Avoid lobbying and solicitation of funding:** Meetings should remain neutral, avoiding endorsements or opposition to specific laws or regulations. All participants are expected to refrain from actively soliciting funding from other members. Any discussions regarding funding, partnerships or policy must be conducted openly, with clear communication of intentions and no conflicts of interest.

- **Follow other IAMHRF Guidelines and Policies:** Adhere to all IAMHRF event rules, policies and instructions to ensure a smooth and respectful experience for all participants. This includes adhering to scheduled activities, respecting venue policies, cooperating with event staff and security personnel, complying with confidentiality agreements, respecting privacy, and following any relevant legal or ethical guidelines.

We have additional expectations specifically for members:

- **Participate with collaboration as the goal:** When engaging in discussions and decision-making, prioritise the collective goals and values of IAMHRF over individual organisational interest to help foster collaboration and shared purpose.
- **Respect membership privileges,** ensuring that restricted data and intellectual property that the Alliance makes available to members only remain accessible only to authorised members.
- **Manage conflicts of interest:** A conflict of interest arises when an individual's or organisation's personal interests or loyalties could, or could be perceived to, interfere with decision-making in IAMHRF's best interests.
 - Members shall act in the best interests of IAMHRF, and not allow any personal interest, loyalty or duty to conflict with IAMHRF's interests when exercising their responsibilities as Members.
 - As soon as you become aware of a conflict, actual or perceived, members should raise this with the IAMHRF Executive Team, who will assess the conflict and determine the appropriate course of action.
- **Added notes about confidentiality:**
 - From time to time, IAMHRF may provide members with confidential information regarding finances, strategy, employees, or intellectual property. Members must treat such information as confidential unless it is publicly available or disclosure is required by law.
 - If members provide IAMHRF with confidential information, it should be clearly marked as such. IAMHRF will maintain confidentiality unless legally required to disclose it.

Accountability and response process

If you witness or experience any behaviour that contradicts our policy, please contact the IAMHRF Executive Team at admin@iamhrf.org or approach a member of the IAMHRF team in person. All reports will be handled sensitively and in confidence. We will first engage informally to clarify, understand and support learning. However, we reserve the right to pursue mediation, corrective measures, or termination of engagement with those who persist in going against our code of conduct.

Agreement and Compliance

By interacting with the IAMHRF, all individuals agree to abide by this Code of Conduct. Failure to comply may result in removal from the event and potential restrictions on future participation.