The PNIRS commitment to Equity and Diversity.
PNIRS is committed to equity and diversity. The society will promote inclusivity and transparency, to improve diversity across all categories of membership and to increase representation of members from underrepresented groups in the society and attending the PNIRS annual conference.

The Annual Meeting will aim to fulfil its commitment to equity and diversity in the following ways:
- Every facet of the conference is committed to facilitating gender balance and cultural diversity.
- There is a range of diverse speakers in terms of gender, culture, age and seniority.
- Abstracts will be solicited from a diverse range of people, particularly in areas where those groups are in a minority, and that the gender distribution of the final selected spectra, when compared to the distribution of the submissions, should strive to be similar.
- Where possible, travel support is made available to attendees from under-represented groups who would otherwise not be able to attend the conference.
- All conference materials are accessible, including promotion, signage and abstract submission processes.
- A question on the registration form informs of any support or access requirements that participants may have.
- An equity report will be made accessible on our website for measuring change over time which will include information such as the gender and cultural balance of speakers, participants, and session chairs.

The PNIRS Annual Meeting code of conduct.
The PNIRS Annual Meeting aims to provide a forum for the exchange of ideas in a collaborative and collegial environment. All delegates, speakers, sponsors and volunteers at the Conference are required to abide by the following Code of Conduct.

- All individuals have the right to expect they will be treated with respect regardless of gender, sexual orientation, disability, physical appearance, body size, race, nationality, or religion.
- PNIRS will not tolerate harassment of participants in any form. Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment includes sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It also includes offensive comments related to gender, sexual orientation, disability, physical appearance, body size, race, or religion.
- All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual language and imagery is not appropriate.
- Alcoholic beverages may be provided at some PNIRS events. Should excessive alcohol consumption result in behaviour that is not respectful, PNIRS reserves the right to ask the attendee to leave the PNIRS sponsored event.
- PNIRS aims to ensure that conferences are characterised by a collegial, collaborative, supportive environment. At all times, commentary and critique should be of a constructive and respectful nature.
- Any participant who wishes to report a violation of this policy is asked to speak, in confidence, to any of the local organizing committee (LOC) members.
- We value your attendance. That is why we expect all participants to follow these rules at all conference venues or related social events.