

Gender Matters

Women membership of Commissions

At present we say that each Commission should have at least one woman member, but it happens that in 2015-2017 there are two commissions with no women members. One out of fourteen is much less than the fraction of women physicists, and this target should be increased. On the advice of Working Group 5, I propose that we set a new target — that each Commission should have at least **four** women members in the 2018-2020 triennium.

For the moment I propose that this be a target, but that we recommend that an absolute minimum number be set for the 2021-2023 triennium

Policy on discrimination and harassment

Our present policy on discrimination was adopted in 2011 and states

The principle of the Universality of Science is fundamental to scientific progress. This principle embodies freedom of movement, association, expression and communication for scientists, as well as equitable access to data, information and research materials.

In pursuing its objectives with respect to the rights and responsibilities of scientists, the International Union of Pure and Applied Physics (IUPAP) actively upholds this principle, and, in so doing, opposes any discrimination on the basis of such factors as ethnic origin, religion, citizenship, language, political stance, gender, gender identity, sex, sexual orientation, age or disability. IUPAP should only sponsor conferences and events at institutions and in countries that uphold this principle. If scientists are excluded from attending IUPAP-sponsored international conferences by a host institution or country on the basis of any of these factors, IUPAP should register its concern at the highest level of that institution or country, and should not sponsor any future events in that country until such exclusions have been eliminated.

I am sure that you are aware that in some institutions and in some conferences there are cases where women and others are harassed because of their gender. I therefore asked WG5 to formulate a draft policy on discrimination and harassment. Their draft is

It is the policy of the International Union of Pure and Applied Physics (IUPAP) that all participants in Union activities will enjoy an environment free from all forms of discrimination, harassment, and retaliation. As a professional Union, IUPAP is committed to providing an atmosphere that encourages the free expression and exchange of scientific ideas. In pursuit of that ideal, IUPAP is dedicated to the philosophy of equality of opportunity and treatment for all members, regardless of gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities, veteran status, or any other reason not related to scientific merit. Harassment, sexual or otherwise, is a form of misconduct that undermines the integrity of Union meetings of any kind. Violators of this policy will be subject to discipline.

Do you wish to adopt this draft, or modify it