

***fib*, The International Federation for Structural Concrete**

fib bylaw 1: Code of Conduct

Preamble

The *fib* is an independent association of construction professionals dedicated to advancing the field of concrete structures. Its members include concrete users, researchers, designers, engineers, and experts from academia, design practices, constructors, and ownership sectors. Formed in 1998 from the merger of the International Federation for Prestressing (FIP) and the Euro-International Committee for Concrete (CEB) – both established in the early 1950s – the *fib* operates as a not-for-profit organisation with over 40 national member groups and around 1,000 corporate and individual members.

Objectives of the *fib*

According to the *fib* Statutes, the objectives of the association are “*to develop at the international level the study of scientific and practical matters in order to advance the technical, economic, aesthetic and environmental performance of concrete construction*”.

Of particular importance is the *fib*'s work in developing scientific and practical knowledge to enhance the technical, social, economic, and environmental performance of concrete structures. The *fib*'s efforts align with the United Nations Sustainable Development Goals and related initiatives advanced by other organisations.

Code of Conduct

This policy establishes standards for all members and participants in *fib* activities. By participating in an *fib* meeting or event, or in communications between members on *fib* matters – whether in person, in writing, or via email – all members and participants agree to adhere to this code.

Members and participants are expected to communicate professionally and constructively, both in person and online, treating all individuals with dignity, respect, and fairness.

In good faith, *fib* members and participants shall include and encourage diverse perspectives throughout the planning, operations, and execution of *fib* events and activities.

Members and participants shall not engage in any form of harassment or discrimination toward other attendees, members, guests, or staff. Harassment includes, but is not limited to, offensive verbal or written



comments; negative, aggressive, or disrespectful behaviour; and actions based on gender, age, sexual orientation, gender identity, disability, physical appearance, race, ethnicity, religion, or other group identities. Additionally, harassment encompasses intimidation, stalking, unwelcome photography or recording, disruptions, and unwelcome physical contact or sexual attention.

Reporting Procedure

Any individual who is the subject of harassment or other unacceptable behaviour, or any individual who has witnessed such an incident, should notify the *fib* President or a *fib* Secretary General immediately upon occurrence of an incident, or as soon thereafter as practicable under the circumstances and email a written summary of the incident to secretary.general@fib-international.org. Upon receipt of a report of harassment or other unacceptable behaviour, the *fib* will investigate and take action in accordance with *fib* bylaw 1: “*Code of Conduct Inquiry and Review Procedure*”.

***fib*, The International Federation for Structural Concrete**

fib bylaw 1: Code of Conduct Inquiry and Review Procedure

Procedure

This procedure is intended to ensure confidentiality, transparency, effective communication, and resolution in cases involving Code of Conduct inquiries. This document outlines the steps that the *fib* will take to thoughtfully and thoroughly collect, review, and address official Code of Conduct inquiries.

All *fib* members and participants are expected to follow the procedures outlined in this document in any Code of Conduct inquiry, ensuring that dignity and respect are maintained throughout the process.

Reporting individuals will be expected to provide a description of the incident and may be invited to support any potential inquiry by participating in an information-gathering interview.

The *fib* Presidium will establish a standing Conduct Committee, chaired by the Immediate Past President and comprising at least two other respected members of the *fib*.

On receipt of a report alleging a breach of the Code of Conduct, the Conduct Committee will assess the seriousness of the allegation(s).

For minor or moderate issues, resolution will be sought through mediation, with the option to appoint a human resources (HR) legal advisor to support the mediation.

If mediation does not resolve the issue, or for serious breaches, the Conduct Committee will recommend to the *fib* Presidium that an inquiry be undertaken.

Subject to the Presidium's agreement, the Conduct Committee will prepare a confidential report for the Presidium, including an overview of the matter, background materials, a summary of the investigation process, findings, and any recommendations. This report will then be submitted to the Presidium for review and potential action.

Based on the inquiry's findings, the committee may recommend appropriate sanctions, as outlined below.

Appeal Process

An appeal against a negative finding may be made to the Presidium on one or more of the following grounds: incorrect or incomplete information, if due process was not followed, or if the outcome is deemed disproportionately severe.

To initiate an appeal individuals must submit a written request within 14 days of receiving the decision, clearly stating the grounds and including any supporting documents. Appeals should be directed to the designated officer or committee.

Upon receipt, an appeals officer will review eligibility. If the appeal is ineligible, the appellant will be informed with reasons. Eligible appeals proceed to an impartial officer or, for serious breaches, to a committee appointed by the Presidium for review.

The appeals officer or committee, appointed by the Presidium, may recommend upholding, modifying, or overturning the decision. The final decision and reasoning will be communicated to the appellant, and, except as required by *fib*'s Statutes and rules, the Presidium's determination will be final.

Possible Sanctions

Individuals found to have engaged in unacceptable behaviour may face sanctions, depending on the severity and nature of the conduct. Potential sanctions include, but are not limited to:

- Verbal warning
- Ejection from the event without refund
- Prohibition from attending future *fib* events
- Removal from *fib* leadership roles and/or committee memberships, if applicable
- Formal reprimand with permanent documentation in *fib*'s files
- Removal of designation as *fib* Fellow
- Retraction of *fib* awards
- Expulsion or termination of membership
- Notification to the offender's employer or professional body
- Public notification of the results of the investigation

The *fib* Presidium reserves the right to take additional actions as deemed appropriate based on the nature of the breach.



CODE OF CONDUCT REPORTING FORM

You may report anonymously or elect to furnish contact information below. Please furnish as much detail as possible so the situation can be thoroughly reviewed and investigated. All information will be held in strict confidence.

Please submit this completed form to

secretary.general@fib-international.org or administration@fib-international.org

Description of the suspected violation or concerns (Add Pages if Needed):

Name (s) of Person(s), Department(s) and/or Location (s) involved:

Contact information (optional)

Name	
Phone/E-mail Address	
Signature	
Date	