

## EAA CODE OF PRACTICE

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The EAA Executive Board has composed and adopted the following Code, which is to be read alongside the EAA Principles.

### 1a. Preamble

Archaeology is the multi-faceted study of the past and its remains which generates knowledge and understanding for the benefit of humanity. Archaeological research can be destructive of material but also serves to preserve it. The objective of this Code is to inspire good practice for the members of the European Association of Archaeologists, both amongst their colleagues and amongst other parties in society.

It should be noted that, recognising that all Members of the Association are seeking to conduct themselves in a professional manner, this Code places the responsibility for making ethical judgements on the individual archaeologist who carries the responsibility for conforming to its requirements: failure to meet the standards set here may result in sanctions against the Member by the Association.

### 1b. Archaeologists in society

- i. Archaeologists must respect individual human rights and never practice any form of discrimination against individuals.
- ii. The removal of archaeological remains from their depositional context is an inherently destructive activity. Archaeological work should be practised carefully, with scientific, social, cultural benefits and the wellbeing of present and future societies in mind.
- iii. Archaeologists should have regard for the interests and viewpoints of all stakeholders concerning the past and its remains, considering that archaeology is a scientific activity in the most comprehensive sense, and works for the benefit of humanity.
- iv. Archaeologists should strive to carry out their work to the highest professional standards recognised by their peers.
- v. Archaeologists have a duty to take part in continuing professional development relevant to their specific practice.
- vi. Archaeologists should be accountable for their actions and decisions to the public and must remain transparent and open to any scrutiny that is deemed necessary by the relevant legal bodies.
- vii. Archaeologists must not exploit their position to gain undue advantages, including financial profit for themselves, their family or associates, nor should they use their capacity to further their private interests or those of external parties.
- viii. Archaeologists must not be involved in criminal behaviour such as corruption, for example, offering or accepting gifts in the form of money, loans, or favouritism.

- ix. In their contact with members of the wider public, archaeologists should always be respectful and helpful in sharing their knowledge in an open and comprehensible manner.
- x. Archaeologists have the duty to disseminate the results of their activities, for example through initiatives aimed at engaging the wider public.

### **1c. Archaeologists and the profession**

- i. Archaeologists conduct their activities in a variety of sectors, including (but not restricted to):
  - higher education and research, where they are typically involved in university-level teaching and training, doctoral and post-doctoral level research, and professional scientific research;
  - heritage management such as working for government cultural agencies, non-governmental bodies, not-for-profit membership organisations, and community associations;
  - museums and archives, where they may work as curators, conservators, scientists, or educators;
  - commercial contract archaeology, where they primarily carry out survey and field investigations in advance of development work, such as construction and infrastructure projects;
  - consultancy to organisations, groups and communities affected by or conducting archaeological work;
  - and avocational research.
- ii. Archaeologists are invited by the EAA to follow the ethical practice described below, irrespective of EAA membership. Members of the Association are expected to do their best to achieve the highest level of archaeological practice.
  - Archaeologists have a duty to keep themselves informed of developments in knowledge and methodology relating to their field of specialisation and to techniques of fieldwork, conservation, information dissemination, and related areas.
  - Archaeologists should not undertake projects for which they are not adequately educated, trained, experienced or prepared.
  - Archaeologists should not undertake or allow any activity or action that damages without good and justifiable reason any physical remains of the past.
  - Archaeologists must respect individual human rights and never practice any form of discrimination against individuals on any basis.
  - Archaeologists should have regard for the interests and viewpoints of all stakeholders concerning the past and its remains, considering that Archaeology is a scientific activity in the most comprehensive sense, and works for the benefit of humanity and the world.

- Archaeologists should ensure that they understand, and operate within, the legal and other regulatory frameworks, including but not limited to national and international law and professional guidance, governing all aspects of archaeological work in the country where they conduct their activities.
  - Archaeologists must abstain from any action that could create a conflict of interest regarding their work, such as acquisition of objects for personal financial gain.
  - A project design should be formulated as an essential prelude to all archaeological work.
  - Arrangements must be made before starting fieldwork projects for the subsequent storage and curation of finds, samples, and records in accessible public repositories (museums, archive collections, etc), as well as dissemination of knowledge.
- iii. In all their activities, and so far as it does not conflict with the general principles in section (1c.ii), archaeologists have a duty of respectful, fair and honest dealing - based upon principles of equality and inclusiveness - with others with whom they may engage in any capacity, including (but not limited to, and in no particular order of priority):
- colleagues and other archaeologists at all stages of their career,
  - employers,
  - government and government agencies,
  - members of the local community and other interested stakeholders,
  - direct and indirect stakeholders in a particular project, activity or place ('stakeholder' here to mean any person, organisation or group that considers that they may be affected by any archaeological activity in relation to that project, activity or place),
  - the public (a term to be understood as broadly as possible).

Where any conflict between any such persons or groups is evident, it is the duty of the archaeologist to consider what shall be the best and most ethically responsible outcome and act accordingly.

#### **1d. Safe work environment, equality and inclusion**

The EAA is committed to achieving equality and maintaining diversity and inclusion in its Boards and Committees, and encourages other archaeological institutions and organisations to proceed similarly.

The EAA promotes safe and empowering study and work environments and urges member and non-member archaeologists to report any discrimination, harassment, assault, bullying and intimidation that they suffer to their home institution or organisation and to the EAA's Statutory Appeal and Anti-Harassment Committee.

The objective of this Code is also to ensure the equal treatment of all archaeologists, and especially those at early stages of their career. Early career archaeologists (ECAs), such as postgraduate and postdoctoral researchers, are professionals, in line with core principles of the European Charter for Researchers (Euraxess). Education and training requirements may not be used as a basis to disqualify ECAs from the right to publish or to have their contribution to science acknowledged.

### Guiding principles

- i. In accordance with the above codes, directors of fieldwork, field schools, archaeological institutions and organisations are expected to adopt codes of conduct which adhere to the following principles.
- ii. Guarantee equal opportunities.
- iii. Prohibit all forms of harassment, assault, bullying, intimidation and discrimination. Such offensive behaviour includes: racism, sexism, misogyny, homophobia, xenophobia, and discrimination on the basis of age, ability, religious or other cultural tradition, and gender identity.
- iv. Denounce forms of harassment, victimisation and intimidation which are aimed at negatively impacting career advancement through stealing or appropriation of data, analytical results, ideas, publications, and through blackmail, threats, defamation, or personal attacks in public settings.
- v. Establish clear reporting and protection mechanisms for victims and witnesses of misconduct.
- vi. The EAA encourages its members to carry out surveys on gender pay gaps and discrimination in various settings in their home countries and to report the results to the Archaeology and Gender in Europe (AGE) Community.
- vii. Adopt measures against perpetrators within the available legal frameworks.
- viii. Ensure equal access to education, fieldwork, training, research and work opportunities.
- ix. Guarantee equal career prospects and transparency in career advancement.
- x. Promote equal and transparent conditions of employment, pay and retirement in all archaeological fields and sectors.
- xi. The EAA promotes the inclusion of diversity in archaeological research agendas, as well as in the curricula of primary education, secondary, and tertiary education, museum education and archaeological study programmes.

### Notes

1. This EAA Code was prepared by an EAA Task Force and agreed by the EAA's Executive Board. It was approved and adopted *per rollam* by Members of the Association on 15 September 2022, and it replaces all earlier versions. The EAA Code of Practice and associated Principles are published in English. However, the EAA welcomes the translation of the Code and Principles into

other languages and has set translation guidelines that can be obtained through its General Secretariat.

2. The Board may advise on particular issues which may arise, e.g. by referring them to the relevant EAA Advisory Committees.
3. Queries regarding the Code of Practice and Principles may be raised by contacting the Secretariat ([administrator@e-a-a.org](mailto:administrator@e-a-a.org)), which will put the matter to the Board if necessary.