

INSTITUT PASTEUR ALUMNI CHARTER

This charter sets out the terms for your membership of the Institut Pasteur alumni community on LinkedIn. It supplements the LinkedIn terms of use. By joining the community, you agree to comply with these terms in addition to the LinkedIn terms of use.

OUR SHARED VALUES

1. **Pride in being part of** the scientific and technological excellence of the international Institut Pasteur community.
2. **Commitment** to the universal, generous, humanist nature of the Institut Pasteur's missions.
3. **Dedication** to sharing multidisciplinary knowledge, spreading expertise and guaranteeing free access to information.

OUR SHARED PRINCIPLES

1. Membership

- Each member that joins the community does so on a voluntary basis.
- Their membership gives them the opportunity to play an active role in many ways (sharing information, taking part in or organizing events for the community, networking, publication of job offers, etc.).
- Contacts within the community should reflect an attitude of mutual tolerance and respect.
- Each member is encouraged to get involved by passing on information and/or taking part in events, for example raising funds for Pasteurdon.
- The languages used should be English and/or French, for reasons of simplicity.

2. Reciprocity

- Each member is responsible for the information visible via their profile and for making sure it is updated on a regular basis.
- All members are free to make contact with any other members.
- When one member contacts another member directly, the latter should make every effort to reply and offer assistance if possible.

3. Quality

- Each member is free to contribute and respond to discussions with the aim of developing and sharing knowledge.
- Different viewpoints stimulate reflection and debate, broadening the horizons of all involved.
- Each member is responsible for the words they use when contributing to discussions. Their remarks should comply with legislation, especially regarding freedom of expression. Any information disclosed should come from verifiable sources.
- Sending unsolicited bulk commercial emails is prohibited within the group or on an individual basis.

4. Loyalty

- Any information disclosed should comply with applicable regulations regarding intellectual property (especially copyright, trademarks and patents), image rights and

privacy and, more generally, all legislation in force in the countries where the information is made available.

- The LinkedIn group is a neutral space, and exchanges of comments over personal differences relating to the user's past or present experiences at the Institut Pasteur are inappropriate.
- In general, discussions should not reveal any confidential information that may come to your knowledge as a result of your professional activities.

5. Fairness

- Each member should maintain a professional approach when contacting other members, regardless of their current or past status.
- Discussions should avoid any form of discrimination that goes against the values of the community.

6. Visibility

- Members can show their appreciation for discussions or articles by "liking" them or sharing them within their own network.
- All members can show that they belong to the community in their email signature or at professional events.

7. Free of charge

- Membership of the LinkedIn group is free, notwithstanding any changes to the terms of the LinkedIn platform.
- Any requests for assistance or help offered within the group should not involve payment.
- Any cooperation on professional projects is not related to the community and is the responsibility of the members concerned.

TERMS OF MEMBERSHIP

To be eligible for the community, you must:

- Be a past or present member of the Institut Pasteur in Paris or any of the institutes in the Institut Pasteur International Network, regardless of your profession, job title or category (Institut Pasteur staff, external (OREX) scientists, students, interns, etc.), either still working or in retirement, living in France or abroad;
- Have a LinkedIn profile;
- Request membership of the Institut Pasteur Alumni LinkedIn group;
- Comply with the Institut Pasteur Alumni Charter.

ORGANIZATION

The alumni community is supported by:

- An Alumni Relations Manager
- A Community Manager
- Active members

Each member is encouraged to be proactive as far as their resources and availability allow. All communication with members is via the **Institut Pasteur Alumni LinkedIn** group.

The Alumni Committee, responsible for upholding the charter, is composed of:

- The Alumni Relations Manager
- The Community Manager
- Volunteer alumni members

The Alumni Committee makes every effort to ensure that any contributions made by members of the community comply with this charter and that these contributions give rise to a constructive debate that respects all others, regardless of whether they are also involved in the community.

FAILURE TO COMPLY WITH THE CHARTER

To make sure the community operates in a spirit of respect for all, two levels of warning have been established for those who breach the charter:

- **Level 1: failure to respect neutrality in discussions and dissemination of commercial material**
 - The Community Manager contacts the person concerned directly to remind him/her of the principles of the charter.
 - The member is asked to amend his/her contribution to the discussion.
 - The member agrees to comply with the charter.
- **Level 2: failure to respect a specific person (insults, casting doubt on their professional ability, etc.), comments that are unlawful or undermine the Institut Pasteur's image**
 - A one-to-one meeting between the Alumni Relations Manager and the member is organized as soon as possible.
 - After this meeting, the member has one week to amend the remarks that caused offense to the person and the community.
 - Any further contributions are moderated by the group for a period of one month.
 - If the member breaches this level again, he/she will be permanently excluded from the community.

In the event of comments that are unlawful or undermine the interests of the Institut Pasteur:

- the member's access to the group may be suspended immediately;
- the unacceptable contribution may be removed immediately;
- the Institut Pasteur reserves the right to assert its rights by all appropriate means, including legal proceedings.

The Institut Pasteur does not check contributions before they are posted on the community's LinkedIn account. However, the Community Manager makes every effort to moderate comments as soon as possible after they have been posted. The Community Manager is nevertheless unable to review all contributions. Therefore, if you notice any contributions on the community's LinkedIn account that do not comply with the conditions outlined above, please notify the moderation team by sending an email to [ipalumni@pasteur.fr], identifying the objectionable comments as precisely as possible (date/time; title or heading of the contribution; name or pseudonym of the author, etc.).

LIMITATION OF LIABILITY

Members of the community should be aware that the Institut Pasteur has no influence over the LinkedIn platform. The LinkedIn platform may occasionally be temporarily unavailable, in which case the Institut Pasteur may not be held liable for any consequences arising from these interruptions.

Members of the community should also be aware that the Institut Pasteur may not be held liable for the suspension of their accounts by the moderators or administrators of the LinkedIn platform or for any changes to their personal account or the community account.

The Institut Pasteur is not liable for the actions of members of the community. The comments made by members of the community reflect the views of the members that wrote them and do not reflect the position of the Institut Pasteur. The Institut Pasteur may in no way be held liable for the content of contributions by members of the community.

Moreover, the Institut Pasteur may not be held liable:

- for any inaccuracies or omissions in information published on the community LinkedIn account and for any credit given to this information by community members;
- for any damage resulting from fraudulent intrusion by a third party that leads to changes being made to information or content shared by members of the community;
- more generally for any direct or indirect damage, regardless of the causes, origins, nature or consequences, even if the Institut Pasteur may have been made aware of the possibility of such damage occurring, caused by the access, inability to access or use of the community LinkedIn account by any of its members.

APPLICABLE LAW AND SETTLEMENT OF DISPUTES

This charter is governed by French law. In the event of a dispute over the application, interpretation, validity and performance of this charter, if the parties fail to reach an amicable agreement, the French courts have exclusive jurisdiction. This version of the charter, dated February 27, 2017, governs the interactions within the community from that date onwards. The Alumni Community, responsible for upholding the charter, reserves the right to make changes to it at any moment without prior notice. We would encourage you to refer to the charter on a regular basis.

The Alumni Committee