

# QWorld Association Code of Ethics and Conduct

*Adopted by the General Meeting on 29. 06. 2026.*

This Code of Ethics and Conduct ("the Code") establishes the behavioural and professional standards required for all members, project leads, volunteers, and partner organizations of the QWorld Association.

This Code is the operational extension of the **QWorld Association Values and Principles**. Adherence to these standards is mandatory to maintain membership, status, and the right to use the QWorld brand.

## 1. Scientific Integrity and Responsibility

In alignment with our value of Scientific Integrity and Responsibility, all representatives of the Association must:

- **Commit to Accuracy:** Ensure all educational materials, public statements, and social media content are scientifically grounded and reflect current evidence-based realities of quantum technology.
- **Combat Misconceptions:** Actively correct common "quantum myths" and avoid the use of sensationalist language (e.g., avoiding overblown claims about immediate quantum supremacy or "quantum-powered" products that lack scientific basis).
- **Reject Hype:** Refrain from contributing to speculative "hype cycles" that may mislead donors, the public, or policy-makers regarding the current state of technology.
- **Peer Verification:** Subject all formal Association-branded research and educational outputs to internal peer-led verification processes before publication.

## 2. Democratization through Cooperation

In alignment with our value of **Democratization**, members must:

- **Prioritize Integration:** Seek the highest degree of cooperation between academia, industry, and government. We do not operate in silos; we build bridges.
- **Avoid Gatekeeping:** Actively share knowledge and resources. Members must not use their position to restrict access to information or opportunities for personal gain or institutional gatekeeping.
- **Empower Communities:** When operating in different regions, members must focus on local capacity building and supporting local leadership rather than imposing top-down, centralized control.
- **Open Accessibility:** Ensure that foundational educational content remains free of charge and open-source, as defined by the Association's core values.

### 3. Professional Standards and Neutrality

- **Conflict of Interest:** Members must proactively disclose any professional or commercial interest that may conflict with the Association's mission. The "Recusal Rule" applies to all financial and decision-making processes.
- **Non-Commercialization of Foundations:** While we cooperate with industry, members may not use the Association's foundational, community-driven materials for private commercial "paywalls" without explicit authorization and a clear benefit-sharing model for the Association.
- **Political and Religious Neutrality:** Representatives must not use the QWorld platform to promote personal agendas that are unrelated to the scientific and educational mission.

### 4. Radical Inclusion and Safety

- **Zero Tolerance for Discrimination:** We prohibit discrimination or harassment based on race, gender, religion, age, sexual orientation, disability, or nationality.
- **Safe Space Creation:** Members are responsible for fostering an environment where newcomers and underrepresented groups feel psychologically safe to learn and contribute.
- **Equitable Opportunity:** Leadership roles and resource allocation must be based on merit and contribution, ensuring that systemic barriers are identified and addressed.

### 5. Legal and Fiduciary Responsibility

- **Compliance:** All operations must adhere to the laws of the Republic of Estonia and the local laws of the member's residence.
- **Sanction Compliance:** Members must strictly adhere to international sanction regimes (UN, EU, and OFAC) as detailed in the AML and CTF Policy. Engaging with sanctioned entities or facilitating prohibited financial transfers is a major violation.
- **Financial Stewardship:** Any funds managed on behalf of the Association must be documented with absolute transparency. The Financial Controller has the right to audit any project-level expenditures.

### 6. Violations and Enforcement

Violations of this Code are categorized as follows:

- **Minor Violations:** (e.g., negligence in responsiveness, minor branding errors). These result in a formal warning and corrective guidance.
- **Major Violations:** (e.g., scientific fraud, contributing to hype for personal gain, discrimination, financial mismanagement, or legal disrepute). These result in:
  1. Immediate suspension of voting rights and status.
  2. Investigation by a designated committee of the Management Board.

3. Potential permanent exclusion from the Association and revocation of any project-specific status (e.g., QCousin status).