

Code of Conduct Behaviour 2023

As the Organisational Committee of the Behaviour 2023, it is our fundamental mission to host an event for researchers to meet, connect, learn, share, inspire, and build knowledge. We believe that including a diverse range of voices that fully represent the diversity of the entire research community is essential for this mission.

Unfortunately, equality at scientific events remains an issue (1,2) and harassment at big events, including scientific congresses, is common (3). Therefore, we implement a strict Code of Conduct to create a safe space⁴ where discrimination or harassment on the basis of your identity, sexuality, physical appearance, race, disability or age will not be tolerated. A code of Conduct outlining expected and unacceptable behaviour, including the consequences of non-compliance, will help creating an environment where delegates can interact safely, with a free and open mind. All participants, including attendees, speakers, volunteers, staff and service providers are expected to abide by this Code of Conduct during all major (talks, poster sessions and breaks) and minor events (social events, activities and excursions) that are part of the Behaviour 2023.

Expected Behaviour

- In order to create a stimulating atmosphere, all attendees should keep in mind the following:
- Be respectful and considerate to all attendees, including presenters and event organizers
- Listen when someone else tries to speak up, and be patient with people who are not very well-versed in English
- People can have different opinions, and disagreements happen; it's okay to walk away from a conversation that isn't fruitful or is becoming tense
- Do not assume anyone's gender identity, sexual preference, survivor status, economic status, background, health status
- Refer to people by their preferred gender pronouns (name tags)
- Get consent before posting pictures of people on social media
- Respect presenters' requests to refrain from sharing the contents of their presentations on social media or other public platforms. If presenters do not want their slides to be shared on media, we encourage them to include a logo indicating this in their presentation
- Respect the rules and policies of the university, event venue, hotels and any other meeting places

Unacceptable Behaviour

- We want to create an inclusive and safe environment for everyone, and in order to achieve this, we strongly refrain all attendees to the Behaviour 2023 from the following:
- Harassment, bullying, microaggressions, intimidation and/or insinuations that are hurtful
- E.g. demeaning behaviour or speech such as personal insults, sexist, racist, homophobic, transphobic, ageist or ableist language
- Inappropriate physical contact without consent and unwelcome sexual attention, including sexualized comments or jokes
- Disruption during talks, poster sessions or discussions
- Verbal comments that reinforce social structures of domination related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion
- Any form of physical or verbal abuse
- Advocating for or encouraging any of the above behavior

How to report unacceptable behaviour?

Unacceptable behaviour will not be tolerated at the Behaviour 2023. If you are being harassed or you observe someone else being harassed, please speak up and report the case. We will provide a phone number which you can message during the congress to report any cases to.

Alternatively, you can locate a member of the organizing committee at the congress site. If you see something that you feel is inappropriate and contrary to the spirit of agreed-upon conduct, speak to the person affected and remind them there is a process they can access. All reports made will be kept 100% confidential and our team members will be professionally trained to de-escalate situations. Moreover, university security will be readily available during the congress. If you don't feel comfortable speaking to the members of the organizing team, you can also contact one of the external groups/hotlines, such as the "Frauennotruf" (women's helpline) or the antidiscrimination group, whose contact information we will provide you with in the FAQs on our website.

Enforcement

Participants asked to stop any harassing behavior are expected to follow the request immediately. All complaints will be reviewed and investigated and will result in a response that is deemed necessary and appropriate to the circumstances. The congress organisers retain the right to take any actions to keep the event welcoming for all participants. This includes warning the offender, expulsion from the congress, mediation with the complainant / victim of the complaint and the person alleged to have participated in harassing or discriminatory behavior. To preserve both the safety and the confidentiality of the complainant / victim in the complaint, no specific action will be taken without consultation and approval.

References

1. Walters, T. Gender equality in academic tourism, hospitality, leisure and events conferences. *J. Policy Res. Tour. Leis. Events* 10, 17–32 (2018).
2. Tulloch, A. I. T. Improving sex and gender identity equity and inclusion at conservation and ecology conferences. *Nat. Ecol. Evol.* 4, 1311–1320 (2020).
3. Committee on the Impacts of Sexual Harassment in Academia, Committee on Women in Science, Engineering, and Medicine, Policy and Global Affairs, & National Academies of Sciences, Engineering, and Medicine. *Sexual Harassment of Women: Climate, Culture, and Consequences in Academic Sciences, Engineering, and Medicine*. 24994 (National Academies Press, 2018). doi:10.17226/24994.
4. Favaro, B. et al. Your Science Conference Should Have a Code of Conduct. *Front. Mar. Sci.* 3, (2016).