



SOCIETY FOR  
CONSERVATION  
BIOLOGY

*Policy:*  
*Meeting and Event*  
*Code of Conduct*

*December 17, 2017*

*SCB's Mission is to Advance  
the Science and Practice of  
Conserving Earth's Biological  
Diversity*



# Society for Conservation Biology

## Meeting and Event Code of Conduct Policy

December 17, 2017

The Society for Conservation Biology (SCB) works to promote an inclusive environment at its meetings and events that is welcoming, safe, collaborative, supportive, and productive for all attendees, including volunteers, exhibitors, and service providers, and that values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among these attendees. To that end, we expect meeting attendees to abide by the following Meeting and Event Code of Conduct:

### Expected Behavior

- Treat everyone with respect and consideration.
- Communicate openly and thoughtfully with others and be considerate of the multitude of views and opinions that are different than your own.
- Be respectful in your discussion and critique of ideas.
- Be mindful of your surroundings and of your fellow participants. Alert SCB staff if you notice a potentially troubling or dangerous situation, someone in distress and/or unacceptable behavior\*.
- Respect the rules and policies of all venues associated with the meeting.
- Uphold and support SCB's commitment and actions to improve the events environmental and social impacts and promote equity, inclusion and diversity.

### Unacceptable Behavior\*

- Criminal offenses.
- Participation or promotion of harassment, intimidation or discriminatory behaviors at the meeting/event or other associated activities organized by SCB.
- Overt, subtle, physical, verbal, or non-verbal abuse of any attendee, speaker, volunteer, exhibitor, SCB staff member, service provider or other meeting or event guest.
- Disruption of talks at the meeting/event or other associated activities organized by SCB.

*\*Examples of unacceptable behavior include, but are not limited to inappropriate comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, or breastfeeding; inappropriate use of nudity and/or sexual images in public spaces or presentations; inappropriate sexual advances or touching; threatening, bullying, harassment (sexual or otherwise), discrimination or stalking of any attendee, speaker, volunteer, exhibitor, SCB staff member or service provider.*

### Consequences

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- SCB or security may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund.
- SCB will report criminal offenses to local authorities and reserves the right to report a possible criminal offense where appropriate.
- SCB reserves the right to prohibit attendance at any future meeting.



# Society for Conservation Biology

## Process for Reporting Unacceptable Behavior

If you are the subject of unacceptable behavior or have witnessed any such behavior, please immediately follow these steps:

1. Remove yourself from the situation and find a safe space. In the case of a medical or criminal emergency, contact event security and/or local emergency response authorities.
2. In non-emergency situations, you also have the right to report a criminal (or possible criminal) offense to event security and/or local authorities.
3. Email [safemeeting@conbio.org](mailto:safemeeting@conbio.org) to report an incidence of unacceptable behavior. Provide your name, contact information and a brief description of the concern. This message will be immediately forwarded to SCB Safety Officer who is trained to handle code of conduct concerns with professionalism, sensitivity and confidentiality.
4. All concerns relating to unacceptable behavior will be treated seriously and addressed promptly. Complainants will remain in control of the process and the SCB Safety Officer will outline options available to deal with the situation promptly, effectively, and in a manner that the complainant finds most suitable.”
5. Depending on the nature of the issue, additional information, security, or local police may be needed to address the situation appropriately.