

# **Benthic Ecology Meeting Society Code of Conduct**

The Benthic Ecology Meeting Society affirms everyone and rejects all forms of discrimination, harassment, and bigotry by anyone in our community on the basis of race, color, appearance, genetic information, disability status, sex, age, gender identity, national origin, veteran status, religion, citizenship, socioeconomic status, or any other demographic category. Our goal is to ensure everyone has an enjoyable meeting in an atmosphere of mutual respect, cooperation, and professionalism. The code of conduct below is required for everyone attending any Benthic Ecology Meeting.

Registration for the Benthic Ecology Meeting is considered an agreement to abide by the Code of Conduct.

The Benthic Ecology Society is committed to providing a safe, productive, and welcoming environment for all meeting participants including attendees, speakers, volunteers, vendors, staff, and service providers. All participants are expected to:

- Treat others with respect and consideration
- Communicate openly, remembering to critique ideas and not individuals
- Avoid personal attacks toward others
- Respect posted rules and policies of the meeting venue
- Avoid harassment of any participant. Harassment includes but is not limited to unwanted verbal attention, unwanted touching, intimidation, stalking, shaming, or bullying. Harassment presented jokingly is still harassment and is not acceptable. Retaliation for reporting harassment is unacceptable as is reporting an incident in bad faith.
- Discrimination or harassment based on gender or gender identity, sexual orientation, age, disability, physical appearance, race, religion, national origin, or ethnicity will not be tolerated.

## **Consequences**

- Anyone asked to stop unacceptable behavior is expected to comply immediately.
- BEM may ask anyone violating the Code of Conduct to leave the meeting. In this circumstance, registration refunds will not be offered. Offenders may be banned from future BEM meetings.

## **Reporting**

- If you wish to report unacceptable behavior, please notify a member of the BEM BOARD or another designated representative
- Anyone witnessing behavior that represents an immediate threat to public safety should contact a security guard, call 911 or locate a house phone and ask security to make a report.