

WORKING DOCUMENT FOR SoE MEMBER FEEDBACK

Composed by the Members of the Ethics & Advocacy Committee:

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The Ethics Committee is drafting a “Code of Conduct for Meetings and Events Held by the Society of Ethnobiology” (SoE or “Society” hereafter). The Code of Conduct is intended as a separate and complementary policy to the Society’s [Code of Ethics](#). The Code of Conduct outlines expected behaviours for meetings and events held by the Society to foster a sense of wellbeing and safety for all participants as they come together to share and exchange. The new policy is being developed proactively to forestall problems that could arise in the future, and is inspired by similar Codes developed by other societies and organizations.

This working draft will be brought forward for initial feedback from participants at the Society’s annual conference in May 2019. A revised draft will incorporate the feedback received at the conference and be distributed electronically for wider member input and finalization. The goal is to implement the Code of Conduct for conferences, other events and meetings beginning in 2020.

DRAFT Code of Conduct for Meetings and Events Held by the Society of Ethnobiology Version 1

1. Purpose:

SoE is committed to ensuring its meetings and events foster thoughtful and productive exchanges of information and ideas in a safe and inclusive setting that is free from harassment, discrimination, or violence of any kind. All meeting participants are to be treated with respect and consideration. Registration for Society meetings and events is considered explicit agreement to abide by this Code of Conduct.

2. Scope of Policy:

This Code of Conduct applies to SoE annual conferences, as well as to in-person and virtual meetings and events hosted or organized by SoE. It applies to all SoE members in their interactions with other members and with non-members during such meetings and events. It

applies to all activities, formal (e.g., conference sessions) and informal (e.g., planned social activities), that are part of such meetings and events.

3. Conduct at Meetings and Events:

SoE is devoted to creating a welcoming community where everyone can thrive in their academic and professional pursuits. The Society intends that meetings and events are fora where individuals may share their experiences and beliefs as they respect the perspectives and values of others. The Code of Conduct of the chosen meeting venue applies to SoE members; thus, the Society will strive to hold meetings and events in inclusive spaces by choosing venues that do not discriminate based on gender, disability, health or other concerns of participants.

Diversity and Inclusion

Diversity and inclusion are vital components of a healthy Society, which are expressed through acceptance and appreciation when engaging across differences. Conference attendees are encouraged to view diversity as beneficial. People from all nationalities and ethnicities, from all points along the gender spectrum, and with the full variety of physical and mental abilities shall be treated with inherent dignity.

Respectful discourse

At meetings and events, the Society hosts ethnobiologists whose work occurs all along the full range of natural sciences, social sciences, arts, and humanities. Healthy debates and constructive criticism generate better science, scholarship, and practice. Meeting spaces are for attendees to thoughtfully engage each other with generous spirits aimed toward improving our collective scientific and scholarly methods and understandings, and inspiring one another towards new ideas and insights. A mindful approach to all interactions is encouraged, such as being aware of our positionality relative to those of our colleagues. This includes showing the highest form of respect to Indigenous and Traditional Peoples who attend SoE meetings, to those who are absent but spoken of at the meetings, to those upon whose lands the events are held, and/or to those who resided on the land prior to colonization.

Harassment

Harassment in any form is prohibited at SoE meetings. Harassment constitutes acts or statements that detract from a person's wellbeing, including sexual harassment, gender-based harassment, age-based discrimination, and other forms such as bullying, insults, or hate speech. Sexual harassment in the form of unwanted behavior of a sexual nature, whether physical, verbal or electronic, is unacceptable and will be prosecuted to the fullest extent of the law. Clear and unambiguous [consent](#) is necessary before encounters of a physical or sexual nature, without exception. To deploy speech with sexual content, requires prior consent from every participant affected.

Integrity in Sharing

Acknowledgement—Attendees in the Society’s meeting places owe their respect to all other attendees, including research collaborators, co-authors, advisors, and partners. Conference presenters are urged to acknowledge and speak respectfully of the humans and nonhumans who reside in ethnobiology research sites. Presentations should include acknowledgements of research collaborators and participants and citations of sources of information, both published and unpublished. Presenters may consider providing advance notice and including a disclaimer if their work is related to a sensitive topic, such as death, the deceased, the dying, or human remains as certain topics can be alarming to unaware audiences or offensive in specific cultural contexts.

Permission to Include—Presenters should only include materials for which they have copyright permission, or prior permission from all persons who are portrayed narratively, textually, and visually in oral presentations and posters when the source of the material is not subject to copyright laws. Presenters are encouraged to reflect upon and share the consent process they have used to obtain permission from non-copyrighted sources, which may or may not be adequately encompassed by formal institutional ethics review processes.

Sharing online—Attendees are encouraged to share their meeting experiences online, however, attendees should not record or transmit oral or poster presentations without the expressed permission of the presenter. To encourage a safe and inviting space for diverse voices and perspectives, the following guidelines are offered for respectful social media conversations about meetings and events:

- Be clear that the content you post only represents your own thoughts, not that of SoE.
- Act in a professional and constructive manner and be respectful of others' opinions, especially regarding sensitive or passionate topics.
- Ensure content is adequately and appropriately attributed.
- Share photos only of posters or presentations with the “Thumbs up” icon on the title page, or where you have received permission directly from the presenter.

4. Reporting Misconduct

Should an attendee become aware of discrimination or harassment or have a concern of this nature, they are encouraged to complete the Misconduct Report Form [*this form will be available in both the Ethics and the conference sections of the SoE website*] or directly contact the Conduct Support Team consisting of the Society’s President (president@ethnobiology.org), Vice President (vice-president@ethnobiology.org), and Conference Coordinator

(conference@ethnobiology.org). The Ethics and Advocacy Committee provides resources and advice to the Conduct Support Team. [Bystanders](#) who witness or become aware of conduct violations are encouraged to intervene by contacting the Conduct Support Team. Conference attendees who feel immediate threats to their safety or witness an emergency situation should dial 911 and/or contact on-site security. The Code of Conduct prohibits false reporting as well as retaliation against any person for making a report.

The Society shall take all reports seriously. The Society will respect confidentiality requests and will honor them within legal parameters. Upon receiving a report, the Society will proceed in a timely manner. In the cases of new incidences or accusations, the Society will proceed with the goal of fairness to all parties, which may require time to follow appropriate processes. In the case of known offenders whose offenses are officially on record, the Society will respond swiftly with the goal of maximizing the safety and wellbeing of event participants. The Society leadership may remove violators from the event without a refund and ban attendance at future events. The Society leadership may also refer the case to authorities in the meeting venue, legal authorities, or other appropriate entities.

No person who has been sanctioned for discrimination, assault, or harassment will be permitted to attend Society meetings or events. After five years those with such records can petition the Society for reconsideration on a case-by-case basis. Individuals who wish to appeal this rule may do so *prior* to an event. Failure of known offenders to self-exclude from the Society's events will justify immediate expulsion by the Conduct Support Team once the record is verified, with no possibility of refund.

QUESTIONS FOR eeLAB and Open House SESSION PARTICIPANTS

What is missing?

What is unclear?

What needs be included about consent and what types of consent?

What needs to be included about social media?

How should complaints be responded to?

What capacities does SoE need to develop to respond to complaints and implement this policy? (e.g., Should the SoE organize people with similar roles for future conferences?)