

Waterbird Society Conduct Policy

Expectations:

The Waterbird Society strives to provide an open, respectful, engaging forum for sharing research and forming local, national and international partnerships in our work. Everyone participating in events sponsored by the Waterbird Society has the right to be free from discrimination, bullying, unlawful harassment, sexual misconduct, and violence. During your participation in activities associated with the Waterbird Society, including in-person and virtual meetings, presentations, poster sessions, and formal and informal social events, you are expected to follow federal, territorial or local laws, as well as specific guidelines laid out in Society policies and this Code of Conduct. This Code of Conduct shares our community expectations and applies to all attendees, employees, exhibitors, speakers, sponsors, volunteers, guests and any others affiliated with Waterbird Society-sponsored events. We seek to empower all participants in our community to actively engage in creating a friendly, respectful and safe environment for all.

Unacceptable Behaviors:

The following behaviors are considered violations of the Waterbird Society Code of Conduct:

- Harassment, aggression, and intimidation are hurtful and interfere with other people's experience and participation in our community. These behaviors are inappropriate and unacceptable.
- These behaviors can be related to, but not limited to: race, color, creed, gender (including pregnancy, perceived pregnancy, childbirth, breastfeeding, or related medical conditions), gender identity, sexual orientation, religion (including religious dress and grooming), marital status, domestic partner status, genetic information, age, national origin or ancestry, military or veteran status, physical or mental disability, or any other basis protected by federal, state, or local laws.
- Inappropriate behavior can take many forms such as slurs; jokes; derogatory statements; foul or obscene language; offensive clothing; leering; stalking; staring; gestures; pictures, drawings or cartoons; violating personal space by impeding or blocking another person's movement or otherwise physically interfering with them; harassing photography or recordings; unwanted or offensive letters or poems; offensive email, text, chat (e.g., Zoom), instant message (e.g., Slack), or voicemail messages; or social media postings.

Reporting Options:

Individuals at Waterbird Society events have multiple reporting avenues. No matter your home institution or affiliation, you can report an incident that you experienced, observed, or were told about, in the following ways:

- Disclosure to Waterbird Society Officers, or Councilors in person or by email
- Disclosure to local law enforcement

The person reporting, who may be a complainant or witness, is not required or expected to discuss the concern with the alleged offender. All complaints will be treated seriously and reviewed promptly by the Waterbird Society meeting organizers, Officers, or Councilors, and may be investigated. Confidentiality will be honored to the extent permitted as long as the rights of others are not compromised.

What Happens After a Report is Made:

Following a report in which the reporter does not want to involve law enforcement, members of the Waterbirds Council will meet to determine the nature and seriousness of the incident. Every effort will be made to speak directly to all parties involved including any witnesses to activities of concern. The assembled Council members will then make a judgement as to what sanctions if any will need to be imposed. A full report of the proceedings will be sent to the entire Council at the earliest possible date.

If the incident is reported to law enforcement, it is at the discretion of the assembled Council members whether the following Council actions will also be implemented.

Potential Actions:

Inappropriate behavior will not be tolerated. If asked to stop behaving inappropriately, you should comply immediately.

- The Society reserves the right to refuse entry to or remove any party from any formally or informally sponsored event at any time. Severe breaches of this Code of Conduct may result in disqualification from participating in future events.
- Individuals expelled due to violating this Code of Conduct will not be eligible for a refund of registration fees or other consideration.
- The Society values both the privacy of individual members and the need for transparency in its actions. The Council will strive to balance both these values while recognizing the difficulties a reporting individual may face. Whenever possible we will attempt to both ensure the confidentiality of reports and provide support for reporting individuals.
- All determinations are at the sole discretion of the Society and the decision of the leading Society representatives will be final. In the event that an individual or individuals feel that the Council's decision has been unfair, they can appeal directly to the President, who will have discretion to either seek additional information or to declare the matter closed.
-

It is important that any such report be brought to the attention of the Waterbird Society as soon as possible so that appropriate actions can be taken in a timely fashion to reinforce the Society's commitment to creating a friendly, respectful and safe environment for all.