

UNITAS-AMS-WSM 2019 Joint Meeting Code of Conduct

The 2019 joint meeting of UNITAS, the American Malacological Society (AMS) and the Western Society of Malacologists (WSM) is intended to promote the exchange of scientific ideas; to provide a forum for the presentation of research findings; to allow participants to establish and renew collaborations, and network within an international community; and to facilitate the recruitment of students and staff to diverse institutions worldwide. Our goal is to establish an environment in which all attendees participate without experiencing any form of harassment, intimidation, discrimination or violence.

All meeting participants must be treated with respect, regardless of race, gender, sexual orientation, gender identity/expression, ethnicity, ability, religion, language, professional status, institution, national origin or age. All meeting participants including, but not limited to, members, volunteers, attendees, vendors, exhibitors, contractors, and guests are expected to abide by this Meeting Code of Conduct.

This Code of Conduct applies to all events at the 2019 joint meeting, including all meeting-related activities of participants (e.g., Wednesday field trips).

Expected behavior includes (but is not limited to):

- Treating all participants and meeting facilities with respect and consideration.
- Communicating openly with respect for others; critiquing ideas rather than individuals.
- Avoiding personal attacks directed toward others.
- Respecting the rules and policies of the meeting venue, hotels, or other contracted facility.
- Abiding by principles of academic integrity and ethical professional conduct.

Harassment or discrimination by, or of, any meeting participant will not be tolerated.

Unacceptable behavior includes (but is not limited to):

- Behavior that implies or indicates that someone does not belong at the meeting based on any personal or national characteristic or identity.
- Any unwanted attention, sexual advances, or comments about personal appearance.
- Verbal harassment, including comments, epithets, slurs, threats, or negative stereotyping that could be considered offensive, hostile, disrespectful, or unwelcome.
- Non-verbal harassment, including actions or distribution, display, or discussion of any written or graphic material toward an individual or group that ridicules, denigrates, insults, belittles, or shows hostility, aversion, or disrespect.
- Bullying, intimidation, stalking, shaming, and assault.
- Retaliation for reporting harassment.
- Reporting an incident in bad faith.

Consequences:

The local meeting organizers reserve the right to enforce this Code of Conduct in any manner deemed appropriate. Anyone violating the Code of Conduct will first be asked to cease reported behaviors immediately. Failure to comply will result in escalating consequences that may

include (a) expulsion from the meeting, (b) prohibition from future meetings, or (c) revocation of society membership.

Reporting:

If you are the subject of unacceptable behavior or have witnessed any such behavior, please immediately notify a member of the local leadership team.

Notification can be done by contacting a member on-site or via e-mail to tgosliner@calacademy.org.

Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to individual or public safety at the 2019 meeting should contact Asilomar security or local law enforcement.