



**Society for the Preservation of Natural History Collections
Annual Meeting, May 28 - June 2, 2023, San Francisco, CA**

Code of Conduct

The Society for the Preservation of Natural History Collections (“SPNHC”), and the SPNHC 2023 Annual Meeting Host, the California Academy of Sciences (the “Academy”), are dedicated to providing a safe, hospitable, professional and productive environment for everyone attending its events and meetings, regardless of ethnicity, national origin, professional status, religion, disability, physical appearance, sex, gender expression, or sexual orientation. By registering for the SPNHC 2023 Annual Meeting and/or participating in any of its associated workshops, panels, fieldtrips, social events or other activities (collectively, the “Meeting”), all SPNHC members, speakers, staff, volunteers, exhibitors, and attendees of the Meeting (collectively “Participants”) shall agree to abide by the SPNHC 2023 Annual Meeting Code of Conduct.

SPNHC 2023 Annual Meeting Code of Conduct

SPNHC and the Academy value Participants’ adherence to ethical standards and professional behavior, and wants to ensure the Meeting experience is as productive, enjoyable and professionally stimulating as possible. Accordingly, SPNHC prohibits Participants from all forms of prejudicial treatment¹, harassment², and abusive conduct³ (“Prohibited Behavior”).

Reports of alleged violations to this Code of Conduct should be submitted to Meeting organizers at SPNHC2023questions@calacademy.org, or by locating a Meeting Organizer or SPNHC Council Member in person. Members of the local Meeting organizing committee and of SPNHC Council will be identifiable by a labeled ribbon affixed to their Participant badge. Reports may also be submitted in writing to the Meeting Organizers’ office (see Meeting materials for location). All reports and the parties involved in alleged violations will be treated confidentially. Notwithstanding the previous sentence, resolution may be pursued by steps up

¹ Prejudicial treatment includes treatment of individuals or groups of people based on their race, ethnicity, color, national origin, sex, sexual orientation, gender identity, age, religion, disability, veteran status, or any other characteristic protected by applicable laws.

² Harassment includes verbal or physical conduct directed at an individual or group of people because of their race, ancestry, creed, ethnicity, color, national origin, sex, sexual orientation, gender identity, age, religion, physical or mental disability, medical condition, marital status, family responsibilities, genetic information, political affiliation, personal appearance, matriculation, military status, veteran status, or any other characteristic protected by applicable laws that creates an intimidating, hostile or offensive environment. Sexual harassment is unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature that creates an intimidating, hostile, or offensive environment.

³ Conduct of an employer or employee in the workplace, with malice, that a reasonable person would find hostile, offensive, and unrelated to an employer’s legitimate business interests. Abusive conduct may include repeated infliction of verbal abuse, such as the use of derogatory remarks, insults, and epithets, verbal or physical conduct that a reasonable person would find threatening, intimidating, or humiliating, or the gratuitous sabotage or undermining of a person’s work performance. A single act shall not constitute abusive conduct, unless especially severe and egregious.



to and including contacting the Meeting venue authorities, including security, and/or local law enforcement. Participants found in violation of this Code of Conduct may be sanctioned, or expelled from the Meeting and/or future SPNHC events, and/or barred from obtaining/renewing membership in SPNHC.