



Canadian Herpetological Society

Soci t  d'Herp tologie du Canada

Code of Conduct

Ratified October 2020

The Canadian Herpetological Society (CHS) is committed to providing a safe, productive and welcoming environment that fosters open dialogue and the exchange of ideas, promotes equitable treatment of all participants, and is free of discrimination and harassment.

This code of conduct applies to all CHS business, communications, and events, including, but not limited to, conferences, meetings, electronic communications (e.g., email, social media) and informal meetings or events, such as socials that precede the annual conference and conference field trips. Consequently, all CHS members and participants at CHS-led or sponsored events are expected to follow this code of conduct.

Society inclusiveness and equity

Society opportunities, awards, and all other activities will be inclusive and equally available to all members and event participants, according to the specific criteria and conditions set out in the CHS governing documents or other policy. The Board of Directors (BOD) will consider and promote inclusivity and equity in all society business and communications including, but not limited to:

- BOD and committee membership,
- Selection of award recipients,
- Selection of conference keynote speakers, and
- Selection of local organizing committee and conference venue.

Expectations

Society members and event participants are expected to:

- Treat everyone with respect, dignity, and equity,
- Uphold the highest standards of scientific integrity and professional behaviour,
- Respect the rules, property, and policies of the event venue, and
- Adhere to federal, provincial, and local laws during CHS conferences, field trips and other events, including respecting private property.

Unacceptable behaviour includes:

- Harassment or discrimination in any form (see definitions below),
- Physical or verbal abuse,
- Personal attacks directed toward others,
- Disruption of oral or poster sessions, including lines of questioning that are demeaning or are intended as personal attacks toward the presenter, and
- Oral or poster presentations that promote illegal behaviour or scientific misconduct, or that include subject matter that is likely to be perceived as offensive or discriminatory.

For the purposes of this code of conduct, harassment and discrimination are defined as follows:

- Harassment is improper conduct by an individual that is offensive to others, and that the individual knew, or ought reasonably to have known, would cause offence or harm. Harassment may be based on race, national or ethnic origin, colour, language, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, disability, or pardoned conviction. Harassment includes objectionable act(s), comment(s) or display(s) that demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat. Harassment includes improper conduct towards any individual, even if the improper conduct is not based on discrimination (definition below). Generally, harassment is a behaviour that persists over time, but serious one-time incidents can also sometimes be considered harassment.
- Discrimination is the act of treating people differently, negatively, or adversely based on race, national or ethnic origin, colour, language, religion, age, sex, sexual orientation, gender identity or expression, marital status, family status, disability or pardoned conviction.

Reporting

- If an individual experiences or witnesses unacceptable behaviour, they should inform a member of the CHS executive (President, Vice-president, Secretary, Treasurer) in person or by e-mail as soon as possible, provided the complainant or witness feels safe and comfortable doing so. Concerns may also be sent to the CHS Secretary at: info@canadianherpetology.ca.
- It is recommended that the details of an incident be documented as soon as possible, especially if immediate reporting is not possible.
- Anyone witnessing a dangerous situation, someone in distress, or any other immediate or serious threat should report the situation to event security or local police, and then notify a member of the CHS BOD.
- All complaints will be treated seriously and responded to promptly. Confidentiality will be maintained to the extent that it does not compromise the rights of those involved, or to the extent allowed by law.

Enforcement and Compliance

- The CHS BOD is responsible for upholding and enforcing this code of conduct and may take any action deemed necessary and appropriate to do so, including but not limited to:
 - Requesting that an individual cease behaviour that is deemed unacceptable,
 - Removing an individual from an event without refund,
 - Prohibiting an individual from participating in future society business, events or communications,
 - Revoking an individual's Society membership, and
 - Contacting law enforcement, if necessary
- Anyone requested to end unacceptable behaviour is expected to comply immediately.

To assist in implementing the policy and conditions outlined in this code of conduct, CHS Directors will receive training on issues of equity, bias, discrimination, harassment, and related topics.