



The Canadian Society of Plant Biologists La Société Canadienne de Biologie Végétale

CODE OF CONDUCT FOR ANNUAL AND REGIONAL MEETINGS

CSPB/SCBV is committed to ensuring that the meeting is a welcoming and inclusive space for sharing ideas and knowledge.

To this end, we will provide a safe and productive environment that promotes equal opportunity and treatment for all participants and that is free of harassment and discrimination.

This code of conduct applies to all CSPB/SCBV meeting attendees, speakers, exhibitors, staff, contractors, volunteers, and guests; and it applies only to sponsored events at and during a **CSPB/SCBV annual or regional meeting**.

What is Harassment?

All forms of harassment, sexual or otherwise, are prohibited. Among the behaviours that will not be tolerated are the following:

- Speech that is not welcome or that is personally offensive, whether it is based on ethnicity, race, gender, age, body size, disability, veteran status, marital status, sexual orientation, gender identity, or any other reason unrelated to scientific merit.
- Deliberate intimidation, stalking, following, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome attention.

Behaviour that is acceptable to one person may not be acceptable to another, so we ask that you use discretion to be sure that respect is communicated. Harassment intended in a joking manner nevertheless constitutes unacceptable behavior. Retaliation for reporting harassment is also a violation of this policy, as is reporting an incident in bad faith.

Reporting Harassment

Any harassment, whether experienced directly or witnessed, should be reported promptly to a member of the Organizing Committee [*member names and contact information*] or the CSPB/SCBV President [Geoffrey Wasteneys geoffrey.wasteneys@ubc.ca].

All complaints will be taken seriously and responded to promptly. Confidentiality will be maintained to the extent that it does not compromise the rights of others.

If the situation feels or seems imminently unsafe, **please call venue security or local police immediately**.

What We Will Do

Once we have received a harassment complaint, we will promptly:

- Meet privately with the complainant to discuss the details of the situation they encountered
- Meet with the alleged offender
- Report findings to the CSPB/SCBV president who will determine next steps
- Consult with the complainant before taking any action
- Seek legal counsel as appropriate

CSPB/SCBV reserves the right to remove an individual from the meeting without warning or refund, prohibit attendance at future meetings, and notify the individual's employer.

For any questions about the policy, please contact:

Geoffrey Wasteneys

CSPB/SCBV President

geoffrey.wasteneys@ubc.ca

This Code of Conduct was adapted from the Code of Conduct developed for the Plant Biology 2018 Meeting organized by ASPB, CSPB/SCBV, and ISPR.

Note: In the future CSPB/SCBV plans to require all participants to read and agree to this Code of Conduct as part of the meeting registration process.

Sept 2018