MAPP Conference Code of Conduct

This document is based on MAPP's approach to dealing with bullying and harassment but also developed from a range of other sources, chiefly Imperial College's Conference Policy.[1]

*I*ntroduction

The organisers are committed to making this conference productive and enjoyable for everyone, regardless of sex, sexual orientation, disability, age, physical appearance, body size, ethnicity, nationality or religion. We will not tolerate harassment of participants in any form.

As part of the registration process, attendees are required to agree to adhere to this code of conduct

Code of Conduct:

Behave professionally. Harassment and sexist, racist, or exclusionary comments or jokes are not appropriate. Harassment includes sustained disruption of talks or other events, inappropriate physical contact, sexual attention or innuendo, deliberate intimidation, stalking, and photography or recording of an individual without consent. It also includes offensive or belittling comments related to gender, sexual orientation, disability, age, physical appearance, body size, ethnicity or religion.

All communication should be appropriate for a professional audience including people of many different backgrounds. Sexual language and imagery is not appropriate.

Be kind to others. Do not insult or put down other attendees.

For any conference hosted by MAPP, organisers are reminded that, although these may be held in a public space, MAPP holds the right to remove any person who does not adhere to the code of conduct.

Incident reporting and resolution:

If you observe someone making you or anyone else feel unsafe or unwelcome, please tell them so, and remind them of the Code of Conduct.

If you are hesitant about addressing the person yourself, report it as soon as possible to a member of the MAPP Operations Team - see contact information below. The Operations Team is committed to addressing and resolving the matter to the best of their abilities.

Please use the following contact information, and explain what happened and who was involved so that we can investigate.

Karen Wood (karen.wood@sheffield.ac.uk)

Richard France (r.m.france@sheffield.ac.uk)

Thank you for your participation in the MAPP community, and your efforts to keep our conference welcoming, respectful, and friendly for all participants!

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[1] Sources include the Lorne conference statement, which is based on a Code of Conduct written by Andrew Pontzen and Hiranya Peiris at University College London. Elements were also incorporated from the UKSG Code of Conduct, which derives from the FORCE11 Code of Conduct.

Sanctions:

When someone is asked to stop any behaviour that makes others uncomfortable, they are expected to comply immediately. In response to inappropriate behaviour (e.g. sexual content, rudeness, unprofessional) organisers may take any action they deem appropriate, including warning the person in question, asking them to leave the event, or removing them from a mailing list.

Specific actions may include but are not limited to:

- asking the person to cease the inappropriate behaviour, and warning them that any further reports will result in other sanctions
- requiring that the person avoid any interaction with, and physical proximity to, another person for the remainder of the event
- early termination of a talk that violates the policy
- not publishing the video or slides of a talk that violates the policy
- not allowing a speaker who violated the policy to give (further) talks at the event
- immediately ending any event responsibilities or privileges held
- requiring that the person immediately leave the event and not return
- blocking the person on social media platforms (for a defined time period)
- banning the person from future events (for a defined time period)
- publishing an anonymous account of the harassment
- reporting the incident to the person's employer

Appendix: References and other resources

Favaro B, Oester S, Cigliano JA, Cornick LA, Hind EJ, Parsons ECM and Woodbury TJ (2016) Your Science Conference Should Have a Code of Conduct. *Front. Mar. Sci*. 3:103. https://www.frontiersin.org/articles/10.3389/fmars.2016.00103/full

Foxx, AJ, et al. and Webb Williams, E (2019) Evaluating the prevalence and quality of conference codes of conduct. Proceedings of the National Academy of Sciences, 116 (30) 14931-14936. https://www.pnas.org/content/116/30/14931

Inclusive Scientific Meetings – Where to Start (2019). https://500womenscientists.org/inclusive-scientific-meetings.

Martin JL (2014) Ten Simple Rules to Achieve Conference Speaker Gender Balance. *PLoS Comput Biol* **10**(11): e1003903. https://doi.org/10.1371/journal.pcbi.1003903

REACH Best practice guide: developing inclusive conferences https://reachwater.org.uk/resource/best-practice-guide-developing-inclusive-conferences/

Other example codes of conduct

https://fallmeeting.agu.org/2018/agu-meetings-code-of-conduct/

https://conbio.org/mini-sites/imcc-2016/registration-participation/code-of-conduct/