

The Organising Committee (hereafter “the Committee”) of the SCN2020 Meeting (hereafter “the Meeting”) want to ensure that everyone associated with the Meeting feels welcome, safe, comfortable and has an enjoyable experience. To this end, we expect meeting attendees to abide by the following Code of Conduct.

#### Expected Behaviour

- Treat everyone with respect and consideration, including use of preferred pronouns.
- Here, the definition of ‘everyone’ explicitly includes, but is not restricted to, people of all genders and gender identifications, reproductive status, parents with small children, breastfeeding mothers, sexual orientation, disability, physical appearance, body size, race, religion, national origin and educational background.
- Communicate openly and thoughtfully with others and be considerate of the multitude of views and opinions that are different than your own.
- Be respectful in your critique of ideas.
- Maintain a professional and cordial dialogue with all participants.
- Maintain a safe and appropriate emotional distance in all interactions.
- Be mindful of your fellow participants and their cultural norms and habits.
- Respect the rules and policies of all services associated with the meeting.

#### Unacceptable Behaviour

- Harassment, intimidation or discrimination in any form.
- Abuse of any attendee, speaker, exhibitor, organizer, service provider or other meeting guest.
- Initiating or continuing behaviour that any attendee, speaker, exhibitor, organizer, service provider or other meeting guest has indicated is unwelcome, intimidating, inappropriate or otherwise falls into the given categories of unacceptable behaviour in the Code of Conduct.
- Examples of unacceptable behaviour include, but are not limited to: sexual harassment; inappropriate comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin; threatening or stalking any attendee, speaker, volunteer, exhibitor, or service provider.
- Sharing the presentation or comments of others outside of the Slack workspace where the Meeting is held, except by the author themselves (with the permission of others appearing in the presentation or discussion thread).
- Bad faith reporting under the Code of Conduct will be considered itself a violation of the Code of Conduct, where bad faith reporting is defined as false and malicious reporting of code of conduct violations against another attendee.

#### Consequences

- Anyone requested to stop unacceptable behaviour is expected to comply **immediately**.

- Committee members may take any action deemed necessary and appropriate, including conducting an investigation, **immediate removal** from the meeting without warning or refund.
- The Committee reserves the right to report inappropriate behaviour to future organisers of SSA Meetings, the individual's employer, or research funders.
- Harassment is unlawful under both federal and all Australian state anti-discrimination laws, and as such, people suspected of such misconduct may be reported to authorities.

### Reporting Unacceptable Behaviour

If you are the subject of unacceptable behaviour or have witnessed any such behaviour, please immediately notify a member of the Code of Conduct Response Team (they will be identifiable in Slack or via email to [StatConsultingNetwork.SSA@gmail.com](mailto:StatConsultingNetwork.SSA@gmail.com)).

All efforts will be made to protect the anonymity of persons reporting violations. Persons reporting violations of the Code may request that their report remain confidential and that no further action be taken. However, if necessary for the safety of event attendees, the Code of Conduct Response Team and the Committee may take action to ensure no further harm occurs.

This Code of Conduct is designed to ensure that this event can be enjoyed by all participants. We hope you have an inspiring and enjoyable time.

This Code of Conduct was based on others for the virtual International Statistical Ecology Conference, the British Ecological Society, American Statistical Association, the Society for Marine Mammalogy, and the Statistical Society of Australia.