

## **e-ICOC Code of Conduct**

The e-ICOC brings together leading researchers, early career researchers, practitioners, representatives from different sectors, decision-makers, and societal actors. It provides a platform for exchange, covering a wide range of perspectives, and capturing a diversity of visions.



The e-ICOC values the diversity of views, opinions and expertise reflected within the participants of the meeting. It strives to create an environment where all are welcome, where every participant feels safe, can comfortably engage, and be included in all activities, and where no-one is discriminated against or harassed.

The World Association of Copepodologists has traditionally been a friendly, professional, respectful, and inclusive environment, and we want to keep it that way. All virtual meeting participants, including presenters, organisers, and volunteers must adhere to the Code of Conduct in order to be allowed to be part of the meeting which applies to all meeting-related events held under the auspices of the WAC, as well as on the internet and social media.

The e-ICOC organising committee adopts the Code of Conduct developed by the organisers of the 4th International Marine Conservation Congress (published by Favaro *et al.*, 2016).

### **Examples of Acceptable Behaviours**

- Treating everyone with respect and consideration, including meeting participants, presenters, organisers, and volunteers.
- Communicating openly and thoughtfully and being considerate of the multitude of views and opinions that are different than your own.
- Being respectful and mindful in your critique of ideas (critiquing ideas rather than individuals).
- Being respectful and ethical in your use of the ideas of others.
- Being mindful of your fellow participants.
- Maintaining a safe and appropriate emotional distance in all interactions.
- Maintaining a professional and friendly but non-sexual dialogue at all times with all participants.

### **Examples of Unacceptable Behaviours**

- Discriminating based on gender or gender identity, sexual orientation, age, disability, physical appearance, body size, race, religion, national origin, language, or culture.
- Disrespectfully disrupting presentations.
- Recording presentations.
- Posting via social media about a presentation that a presenter has indicated cannot be shared.
- Sharing conference access credentials with a non-registered person.
- Stealing intellectual property and project ideas from presenters.

### **Consequences of Violating this Code of Conduct**

- Anyone requested to stop unacceptable behaviour is expected to comply immediately.
- Harassment, intimidation, discrimination or verbal abuse will not be tolerated, and any action deemed necessary and appropriate will be taken by conference organisers and staff, including immediate expulsion from virtual participation without warning and potentially without refund.
- Any behaviours that violate the Code of Conduct should be reported. We commit to respond to reports in a respectful and timely manner, while ensuring privacy. Contact the conference

organisers at [e.ICOC.2022@gmail.com](mailto:e.ICOC.2022@gmail.com) if you experience or witness harassment, abuse, or discriminatory behaviour.

#### Reference

Favaro, B., Oester, S., Cigliano, J.A., Cornick, L.A., Hind, E.J., Parsons, E.C.M. & Woodbury, T.J. (2016). Your science conference should have a code of conduct. *Frontiers in Marine Science* **3**: 103.  
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