

SICB Annual Meeting Code of Conduct

The Society for Integrative and Comparative Biology (SICB) is committed to providing a meeting environment that fosters open dialogue and the exchange of scientific ideas, promotes equal opportunities and equal treatment of all participants, and is free of harassment and discrimination. SICB is committed to equal opportunity and treatment for all meeting participants, regardless of gender, gender identity or expression, race, color, national or ethnic origin, religion or religious belief, age, marital status, sexual orientation, disabilities, or veteran status. The policies herein apply to all attendees, speakers, exhibitors, staff, contractors, volunteers, and guests at the annual meeting and related activities.

The SICB annual meeting should serve as an effective forum to consider and debate science-relevant viewpoints in a respectful, civil, and fair manner. Meeting participants are expected to uphold standards of scientific integrity and professional ethics.

Harassment

Harassment is a form of misconduct that undermines the integrity of Society meetings and will not be tolerated. Harassment involves speech or behavior that is not welcome or is personally offensive. Harassment may be based on ethnicity, gender, religion, age, appearance, disability, veteran status, marital status, sexual orientation, or gender identity and it includes stalking, unnecessary touching, and unwelcome attention. Behavior that is acceptable to one person may not be acceptable to another, so one must use discretion to be sure that respect is communicated. Harassment intended in a joking manner still constitutes unacceptable behavior. Retaliation for reporting harassment is also a violation of this policy, as is reporting an incident in bad faith.

Reporting Harassment

SICB is committed to supporting a productive, dynamic, and safe environment for everyone at our annual meeting. If an individual feels unsafe or threatened, he or she should use a venue phone to ask for security. Anyone experiencing or witnessing harassment should contact SICB meeting staff at noharassment@sicb.org, (703) 915-7709, or the meeting registration desk, or one of the Society's Executive Officers (President, Past President, President-Elect, Secretary, Treasurer, Program Officer, Past Program Officer). 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 others or to the extent allowed by law.

If an individual experiences harassment, it is recommended that, in addition to notifying SICB meeting staff or an Executive Officer, the individual write down the details as soon as possible, as this may help in recalling specific events in the future. The person being harassed is not expected to discuss the incident with the offending party.

SICB Procedures for Responding to Harassment Complaints at Annual Meetings

Any SICB representative receiving a complaint immediately notifies the SICB Executive Director, the Meeting Director, the Meeting Manager, or a SICB Executive Officer (President, Past President, President-Elect, Secretary, Treasurer, Program Officer, Past Program Officer). As soon as possible, a meeting will be arranged between the complainant and at least two of the members of the SICB leadership team listed above. At this meeting, an assessment will first be made as to whether the issue warrants immediate action by public security. If not, then SICB leadership will determine whether it is necessary to speak with the individuals involved to make them aware of the complaint, discuss the situation, and possibly take actions to limit interactions between the involved individuals.

SICB will ensure the immediate protection of its members and other attendees at the meeting. In the event of harassment allegations, SICB will explain the options available to the complainant, and will facilitate the lodging of complaints with Title IX officers at the home institution and the subsequent processing of these complaints. The institutional Title IX officers are trained in these regulations and guidelines and will work with their counterpart at the institution(s) of the accused to provide advice and resources to the complainant, and to determine whether further actions should be taken.