

## Code of Conduct

By attending any North American Invasive Species Management Association (NAISMA) event, you agree voluntarily to abide by our ethics policy.

**Capturing, Sharing, and Posting without Permission:** Presenters and attendees cannot photograph, screenshot, capture, or otherwise share images or presentation data without a presenter's expressed written permission.

**Harassment and Safety:** NAISMA is dedicated to providing a safe, hospitable, and productive environment for everyone attending our events, regardless of ethnicity, religion, disability, physical appearance, gender, gender identity, or sexual orientation. It is important to remember that a community where people feel uncomfortable or threatened is neither healthy nor productive. Accordingly, NAISMA prohibits intimidating, threatening, or harassing conduct during our events. This policy applies to speakers, staff, volunteers, and attendees. Event participants violating these rules may be sanctioned or expelled from the event, at the discretion of NAISMA leadership.

Harassment of NAISMA participants will not be tolerated in any form. Harassment includes offensive gestures or verbal comments related to ethnicity, religion, disability, physical appearance, gender, or sexual orientation in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome attention. In addition, online harassment includes spamming online discussion boards, chats, question section, or social media by saying or reposting the same word/content repeatedly to disrupt the conversation. Participants asked to stop any harassing behavior are expected to comply immediately.

If a participant or exhibitor engages in harassing behavior, NAISMA leadership may take any action they deem appropriate, ranging from a simple warning to the offender to expulsion from this and future events. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact NAISMA staff who can work with appropriate NAISMA leadership to resolve the situation.

NAISMA staff will revoke event credentials to anyone engaged in harassment and may seek the assistance of law enforcement if necessary. We value your attendance and want to make your experience as productive and professionally stimulating as possible.

### Expected Behavior:

- Communicate openly with respect and consideration for others, valuing a diversity of views and opinions.
- Avoid personal attacks directed toward other attendees, participants, volunteers, exhibitors, staff, and suppliers/vendors.
- When appropriate, be mindful of your fellow participants. Alert staff if you notice a dangerous situation or someone in distress.

- Respect the rules and policies of the online virtual platform, mobile app, or any other venue.
- Request permission from speakers before screen capturing or taking photographs of their presentation. Turn off any ringers or otherwise disrupting devices during oral or poster sessions.

### **Unacceptable Behavior:**

It is important that our meeting be a place where no attendee or staff is ever bullied, belittled, criticized, or made to feel unsafe. The following behavior will not be tolerated:

- Harassment, intimidation, or discrimination in any form.
- Physical, written, or verbal abuse of any attendee, speaker, volunteer, exhibitor, staff member, service provider or other meeting guest.
- Examples of unacceptable behavior include, but are not limited to, verbal or chat comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces, in presentations or online, threatening or stalking any attendee, speaker, volunteer, exhibitor, staff member, service provider or other meeting guest.

### **Want to file a complaint, have questions, or need assistance?**

Please contact Molly Bodde, NAISMA's Event and Outreach Manager at +1 (414) 215-0221 or [e-mail](#).

- All reports are kept confidential to the extent possible. We do not share the names of reporters with leadership when determining next steps.
- You may choose to submit an anonymous report. Please note that while we will keep track of anonymous reports, we cannot act on a single anonymous report without further corroboration.
- All reports are taken seriously and will be investigated.
- We will gather all relevant details and information (verbal or written) from the reporter, the target (if they are not the reporter), and witnesses, and the digital archive. Please note that investigations may extend beyond the end of the meeting.
- The outcomes of investigations and subsequent sanctions will not be made public; however, those reporting incidents may request to be informed of the outcome.
- In addition to the actions that may be taken at meetings (as described above), violators of the code of conduct will receive written documentation of the actions taken at and following the meeting.