

Code of Conduct

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

Capturing, Sharing, and Posting without Permission: Attendees are allowed to take photographs, screenshot, capture, or audio record portions of presentations but must cite the presenter and NAISMA when sharing the information outside the conference through any form of communication. Presenters may choose to restrict sharing of their work and will alert attendees when this is the case.

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. This policy applies to speakers, staff, volunteers, and attendees.

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 sections, or social media by saying or reposting the same word/content repeatedly to disrupt the conversation.

Anyone who believes that they have been subjected to harassment or discrimination of any kind within the meaning of this policy should report the incident as soon as possible to NAISMA's Executive Director or the President of NAISMA's Board of Directors. Participants asked to stop behavior that violates the Code of Conduct are expected to comply immediately. NAISMA staff will revoke event credentials to anyone engaged in harassment and may seek the assistance of law enforcement if necessary.

- 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.

For more information, please visit <https://conference.naisma.org/>

We value your attendance and want to make your experience as productive and professionally stimulating as possible.