



## **BLS7 Code of Conduct May 10, 2021**

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### ***A Commitment to Diversity and Inclusion***

The 7<sup>th</sup> International Bio-Logging Symposium (BLS7) Committee is dedicated to promoting diversity and inclusion for all members and attendees, with the recognition that creating a safe environment free of all forms of harassment catalyzes scientific advancement by promoting dynamic conversations, collaborations, sharing of ideas, and constructive feedback.

We believe this commitment to diversity supports a primary purpose of the BLS7 Committee to *“encourage, promote and support bio-logging science in its broadest sense, by bringing together researchers from around the world who are interested in bio-logging methodologies and the biological, physical and/or chemical insights – across habitats and taxa – that can be derived from them.”*

### ***Professionalism***

All presentation materials should be appropriate for a diverse audience. Language or content of a sexual or inappropriate nature should not be included in any talk, poster, or communication. Do not put down others, and act professionally in your interactions.

### ***What is harassment?***

Harassment is an action, or series of actions, in which a person intentionally subjects another person to offensive physical contact, abusive words or actions, or behavior, which results in negative effects for the party being harassed. This can be through obvious direct affront, or through derogatory statements or actions including, but not limited to, microaggressions, sarcasm, or jokes.

### ***Who is covered by the Code of Conduct?***

Every registered participant, including any attendee, presenter, vendor, and organizer is covered by, and expected to adhere to, this Code of Conduct.

### ***How to address harassment***

Incidents of Harassment can be reported to any member of the BLS7 organizing committee; via electronic communication. Those reporting harassment cannot be treated differentially or detrimentally for reporting harassment, and the reporter is to be held anonymous.

If a BLS7 participant observes harassment in any form defined above, they may report these actions to a member of the BLS7 Committee at which point they will be investigated.

### ***What happens when harassment is reported?***

If harassment is reported, an investigation will be conducted by an impartial committee. Official reprimand may take place, and the BLS7 Committee reserves the right to ask any attendee to leave the conference immediately without refund.