

Southern California Conference on Ecological Change Code of Conduct

All participants are expected to abide by a common Code of Conduct. The Code of Conduct applies in all places related to the Southern California Conference on Ecological Change (SCCEC).

Expected behavior:

- Treat all participants with kindness, respect and consideration.
- No demeaning, discriminatory, or harassing behavior and speech directed toward others, whether in person, in print, or online.
- Be mindful of your surroundings and of your fellow participants.
- Abide by principles of academic integrity and ethical professional conduct.

Harassment, intimidation, discrimination, and sexual misconduct are unacceptable. Harassment includes unfair treatment, abusive words, imagery, or expressions, or intimidating behavior aimed at any participant based on an aspect of identity. Examples of unacceptable behavior include—but are not limited to—unwelcome or offensive verbal comments related to age, appearance or body size, employment or military status, ethnicity, gender identity and expression, individual lifestyle, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race, or religion. Sexual misconduct includes unwanted sexual behavior, abuse in a relationship, and stalking.

Don't ignore it! If you are the subject of unacceptable behavior or have witnessed any such behavior, don't ignore it. Please notify Marko Spasojevic (markos@ucr.edu) with any concerns, even if you don't know the identity of the person who caused the harm, if you are unsure whether it is something that we could address, or if you think it's not serious enough. Call 911 in an emergency or for an immediate safety concern. There are options for seeking confidential support, for reporting harassment, discriminatory actions, and sexual misconduct, and for dispute resolution.

We ask that as attendees of this conference, that you take care of each other. Alert someone if you notice a dangerous situation, someone in distress, or violations of this code of conduct, even if they seem inconsequential. In addition, please try to 1) **Be an amplifier for others** - amplify good ideas and credit the originators. 2) **Step back and step up** - Be aware of the level of your contributions, and make sure all voices can be heard. If you find yourself contributing a lot, consider stepping back on occasion and letting others respond or, better yet, inviting others to join the conversation. On the flip side, if your tendency is to sit back, your voice is important to us; please join the conversation or find other ways to communicate your ideas. Finally, 3) **Give and take** - Our conference will only work if we are being community minded and giving to the larger good. We ask that everyone be mindful of contributing both to their individual gain and to the larger gain of the community as a whole.