

# *Meeting Code of Conduct*

The American Malacological Society (AMS) annual meeting fosters the exchange of scientific ideas. Our conference allows participants to present research findings, develop collaborations, and network with an international community of scientists. AMS strives to provide a professional environment in which all attendees can participate without harassment, discrimination, or violence of any kind.

**All meeting attendees must be treated with respect regardless of race, ethnicity, gender, gender identity/expression, sexual orientation, ability, religion, language, nationality, professional status, institution, or age. All meeting attendees, including but not limited to members, volunteers, invited speakers, vendors, exhibitors, contractors, and guests, are expected to abide by this Code of Conduct.**

This Code of Conduct applies to all events at the AMS annual meeting, including all meeting-related activities of participants. AMS reserves the right to update this Code of Conduct between annual meetings.

## **Expected behavior includes (but is not limited to):**

- Treating all participants and meeting facilities with respect and consideration.
- Communicating openly with respect for others, critiquing ideas rather than individuals.
- Avoiding personal attacks directed toward others.
- Respecting the rules and policies of the meeting venue, hotels, AMS contracted facility, or any other venue.
- Abiding by principles of academic integrity and ethical professional conduct.

Harassment or discrimination by or of any meeting participant, or of any type, will not be tolerated, whether occurring in person, online, or through social media.

## **Unacceptable behavior includes (but is not limited to):**

- Behavior that implies or indicates that someone does not belong at the AMS meeting based on any personal characteristic or identity.
- Any unwanted attention, sexual advances, and comments about appearance, including behavior that creates a hostile work or educational environment or solicitation of sexual or romantic favors in exchange for good, services, career or educational opportunities, or favorable treatment.
- Verbal harassment, including comments, epithets, slurs, threats, and negative stereotyping that are offensive, hostile, disrespectful, or unwelcome.
- Non-verbal harassment, including actions or distribution, display, or discussion of any written or graphic material toward an individual or group that ridicules, denigrates, insults, belittles, objectifies, or shows hostility, aversion, or disrespect.
- Bullying, intimidation, stalking, shaming, and assault.
- Retaliation for reporting harassment.
- Reporting an incident in bad faith.

## **Consequences:**

The AMS meeting Organizing Committee and Justice, Equity, Diversity, and Inclusion (JEDI) Committee reserve the right to enforce this Code of Conduct in any manner deemed appropriate. Anyone violating the Code of Conduct will be asked to cease all problematic behavior. Failure to comply with requests will result in escalating consequences that may include, but are not limited to, (a) expulsion from the meeting, (b) prohibition from future meetings, or (c) revocation of AMS membership.

**Reporting:**

If you are the subject of unacceptable behavior or have witnessed any such behavior, please immediately notify a member of the AMS meeting Organizing Committee and/or JEDI Committee either on-site or via email ([pkrug@calstatela.edu](mailto:pkrug@calstatela.edu); [teresarose.osborne@villanova.edu](mailto:teresarose.osborne@villanova.edu)).

*Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to individual or public safety should contact venue security or local law enforcement.*