

# Challenger Society Code of Conduct for Meetings

## Overview

The Challenger Society and the activities that it supports provide a safe, productive, and welcoming environment for all participants. The Challenger Society welcomes a diversity of views and opinions and is committed to positive action to improve i) diversity monitoring and reporting, and ii) pipeline support, visibility and accessibility for underrepresented marine researchers and students, including but not limited to class, disability, ethnicity, gender, neurodiversity and sexuality. Our Equality, Diversity and Inclusion Statement can be found at [https://www.challenger-society.org.uk/EDI\\_Statement](https://www.challenger-society.org.uk/EDI_Statement). Participants are encouraged to respectfully express their viewpoints, with consideration of time and space for other participants to do the same. The Challenger Society Code of Conduct for Meetings, which is guided by the [AGU Meetings Code of Conduct](#), applies to all participants, staff, and support personnel of Challenger Society-sponsored activities, as well as recipients of Challenger Society support to participate in other meetings and activities.

## Expected behaviour

Maintain a respectful and collegiate atmosphere at all times - critique ideas, not individuals.

Be mindful of the personal boundaries and/or cultural sensitivities of others and that their boundaries may differ to yours.

Be aware of your surroundings and of your fellow participants - as a bystander, you are expected to alert the meeting organisers of troubling behaviour - bystander confidentiality will be maintained to the fullest extent possible.

Respect and obey the rules and policies of meeting venues, hotels, and other contracted facilities.

Turn off any ringers or other disrupting devices during oral or poster sessions.

Respect presenters' preferences if they indicate that information in their presentation should not be posted to social media.

## The Challenger Society does not tolerate

Harassment, bullying, intimidation, or discrimination in any form.

Physical, verbal or online abuse of any participant.

Deliberate disruption of in person or virtual presentations (oral, poster, web), phone or web meetings, or any other forms of communication.

Examples of unacceptable behaviour include, but are not limited to: inappropriate comments related to gender, sexual orientation, disability (including invisible disabilities),

physical appearance (including clothing), body size, race, age, national origin, religious and political convictions, accents and speech patterns, marital and parental status, ideological conceptions or scientific disciplines; use of nudity and/or sexual images or language in public spaces or in presentations; unwanted and inappropriate behaviour following excessive intoxication; or threatening or stalking any attendee, speaker, volunteer, exhibitor, staff member, service provider, or other conference guest.

### **Consequences and reporting unacceptable behaviour**

If you are subject to or witness any form of unacceptable behaviour, you can discuss this with a council member in person, fill out a reporting form at <https://forms.office.com/e/ezcne35yxx> or email a council member (addresses can be found at [https://www.challenger-society.org.uk/The Council](https://www.challenger-society.org.uk/The_Council)). Council will consider incidents and possible sanctions on a case by case basis.

If you experience or witness behaviour that constitutes an immediate or serious threat to public safety, please contact emergency services (dial 999 in U.K.)

### **Challenger Society Anti-racism**

Many people are subjected to racism on a daily basis, enduring everything from minor inconveniences to fatal interactions. This is intolerable. Many individuals, organizations, and institutions have issued thoughtful and powerful statements on their intolerance of racism and injustice. They also are committing to proactive measures to promote inclusion, equity, and diversity in their networks.

The Challenger Society aspires to implement **anti-racism** in its decision-making about leadership, community activities, and capacity building. We all need to educate ourselves as individuals, institutions, and networks, to listen to our colleagues, to self-reflect, and to take part in difficult conversations in order to be the change we want to see. The Challenger Society leadership is committed to listening, educating, and engaging with our network in anti-racist action, and we welcome your feedback and participation.