



## IBS Code of Conduct/ Anti-Harassment Policy

The International Biogeography Society (IBS; [www.biogeography.org](http://www.biogeography.org)) is dedicated to ensuring a harassment-free environment for everyone, regardless of gender, gender identity/expression, race/ethnicity, sexual orientation, disability, physical appearance, age, language spoken, national origin, and/or religion. As an international, professional organization with community members from across the globe, the IBS is committed to providing a respectful environment where discussions take place and ideas are shared without threat of belittlement, condescension, or harassment in any form. This applies to all interactions with the Society and its programs/events, whether in a formal conference session, in a social setting, or online.

The IBS community is defined as both members and non-members who participate in the IBS activities in person or online. The IBS community comes from across the globe, bringing members with a wide variety of professional, personal, and social backgrounds; whatever these may be, we treat members with dignity and respect, being diligent to communicate clearly and conduct ourselves in ways that are unlikely to cause offense. While the language of communication is generally English, we realize that this is not the native language for most of our community. As such, we take this into consideration and realize that miscommunications can occur. Likewise, we recognize that cultural norms vary and what may be acceptable or unacceptable for one group of people may not hold true for another. As such, we ask that community members strive to create a friendly, considerate, and respectful environment in which all feel comfortable.

Harassment and/or other exclusionary behavior is not acceptable. Harassment includes, but is not limited to offensive verbal comments related to gender, gender identity and expression, sexual orientation, disability, physical appearance, religion, culture, language spoken, etc.; posting sexually explicit or violent images in public spaces; discriminatory jokes; deliberate intimidation; violent threats or language directed against another person; stalking; persistent, unwanted following; harassing photography or video recording; sustained disruption of talks or other events; inappropriate or unwelcome physical contact. Participants asked to stop any harassing behavior are expected to comply immediately. Please note that this policy applies to anyone associating with the IBS in person or online. This includes sponsors, IBS vendors, exhibit booth personnel, and any permanent or temporary IBS staff, including contractors (security, registration help, room monitors, volunteers etc.).

Those participating in IBS activities who violate the IBS' Code of Conduct / Anti-Harassment Policy may be sanctioned or expelled from the conference and/or have their membership revoked without a refund at the discretion of the IBS.

### **Reporting Harassment**

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact the IBS Executive Administrator Karen Faller via [incident.report@biogeography.org](mailto:incident.report@biogeography.org) immediately. Alternatively, you may contact any member of the IBS staff or any member of the IBS Board of Directors. The IBS takes all reports of harassment seriously and will follow up on them as appropriate. Please note that all reports are kept confidential. Retaliation in any form against anyone reporting an incident of harassment, independent of the outcome, will not be tolerated.

If the offense occurs at a conference, the IBS staff will immediately assist participants with contacting hotel/venue security or local law enforcement, provide escorts, or otherwise help those experiencing harassment to feel safe for the duration of the conference. We value your attendance. We expect participants to follow these rules at all conference-related activities, no matter where they are held.

If the offense occurs in some other forum, the IBS will address the issue as appropriate. We take all reports of harassment seriously.