

Oceania Ecosystem Services Forum 2019 - Code of Conduct*

As an **international Forum** comprised of members from diverse backgrounds, organisations, and lived experiences, we are committed to the open exchange of ideas, freedom of thought and expression, and respectful debate. These require a community and an environment that recognises the inherent worth of every person and group, that fosters inclusion, dignity, understanding, and mutual respect, and embraces diversity.

Oceania Ecosystem Services Forum is dedicated to providing a harassment-free experience for everyone engaging with Oceania Ecosystem Services Forum and our communities, regardless of gender, sexual orientation, disability, physical appearance, race, ethnicity, political affiliation, nationality, language, or religion – and not limited to these aspects.

We are a collaborative research community dedicated to cooperation, civility, and respect, and do not tolerate harassment in any form. Sexual or discriminatory language or imagery is not appropriate for any conference or event venue, including talks, workshops, social events, and other Oceania Ecosystem Services Forum-funded, sponsored, or organised events. Participants at a Oceania Ecosystem Services Forum event violating these rules may be sanctioned or expelled at the discretion of the organisers or the Oceania Ecosystem Services Forum [Coordination](#).

Harassment and hostile behaviour are not welcome at Oceania Ecosystem Services Forum. This includes speech or behaviour (including in public presentations and on-line discourse) that intimidates, creates discomfort, or interferes with a person's participation or opportunity for participation in the community or event.

Oceania Ecosystem Services Forum aims to be an environment where harassment in any form does not take place, including but not limited to harassment based on race, gender, religion, age, colour, national origin, ancestry, disability, socioeconomic status, sexual orientation, or gender identity.

Harassment includes but is not limited to: verbal comments that reinforce social structures of domination (related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, etc); sexual images in public spaces; deliberate intimidation, stalking, or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; unwelcome sexual attention; and advocating for or encouraging any of the above behaviour.

Participants or members asked to stop any harassing behaviour are expected to comply immediately.

Implementation

It is the responsibility of the Oceania Ecosystem Services Forum community as a whole to promote an inclusive and positive environment for our scholarly activities. If you are being harassed, notice that someone else is being harassed ([active bystander principle](#)), or have any other concerns, please contact a member of the **Oceania Ecosystem Services Forum Local or Regional Committee**, or, where appropriate, a member of the local event staff or event organisers.

We value your, and everyone's, participation in the **Oceania Ecosystem Services Forum** community and at **Oceania Ecosystem Services Forum** events. Your support

will help keep our community and our events a safe, welcoming, and friendly space for all fellow participants!

Protocol for conflict resolution

Report

1. If you are being harassed, notice that someone else is being harassed (**active bystander principle**), or have any other concerns, please immediately contact a local event organiser, a Oceania Ecosystem Services Forum member you trust, or a Oceania Ecosystem Services Forum [Coordination](#) team member.

Escalate

2. If you are at a meeting or other event, find an event organiser or a member of the Oceania Ecosystem Services Forum Coordination team. They will assist you. These parties will help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment and will help them to feel safe for the duration of the event.
3. If you have been harassed via email or social media, you may send emails or screenshots to oceaniaesforum@gmail.com

Resolve

4. The Oceania Ecosystem Services Forum will require anyone engaging in harassing behaviour to cease immediately or face expulsion or other sanctions.
5. Those sanctions can include reporting to the individual's organisation, and supporting the victim in making informal or formal complaints via that organisation's processes.
6. If an incident results in corrective action, then Oceania Ecosystem Services Forum will support those harmed by the incident, both publicly (where appropriate) and privately.
7. If any individual encounters problems or issues attempting to help a victim of harassment while following our anti-harassment policy and protocol, they are encouraged to engage with the Oceania Ecosystem Services Forum community and [Coordination](#) for clarifications and/or to seek revisions. We are very open to revising any part of our policy or protocol if needed to ensure a safe and welcoming community in which harassment is not tolerated.

*Code Adopted from [Te Punaha Matatini Centre of Research Excellence, New Zealand.](#)