

## Code of Conduct<sup>1</sup> for the SOOS Symposium 2023

The Southern Ocean Observing System (SOOS) aims to convene a Symposium that is welcoming, respectful, inclusive, and collaborative, and is confident that the community is committed to this outcome. We recognize that the accessibility of such a Symposium is partly determined by how safe it is to attend, with safety tied closely to participants' race, gender, gender identity, sexual orientation, religion, ability, and other factors. This Code of Conduct has been developed to help create an inclusive and productive environment that will foster positive discussion, as well as to encourage participants to consider the viewpoints of others, including those who might otherwise be overshadowed by more mainstream voices and/or opinions.

The SOOS Symposium is being hosted by the University of Tasmania (UTAS) and as such, is also governed by UTAS's [Behaviour Policy](#) (sections 1 [*Behaviour*] and 2 [*Support for community members*] only).

### Expected behaviour

- Treat everyone with respect and consideration, including:
  - Communicating openly and thoughtfully with others.
  - Being considerate of the multitude of views and opinions that are different from yours.
  - Being mindful in your critique of ideas.
- Be considerate of your physical surroundings and of your fellow participants.
- Respect the rules and policies of the meeting venue, hotels, online platform, or any other venue. At the symposium:
  - Provide your true professional identity, affiliation, and, where appropriate, contact information, at registration and during attendance and participatory sessions, as required.
  - The SOOS Symposium encourages the presentation of unpublished research; you are expected to respect the confidentiality of all presentation materials and ideas unless you obtain specific permission from all the authors concerned.

Anyone not meeting expected, collaborative, respectful behaviour will be reported to their university, institute and or local authorities, depending on the specifics of the unwelcomed disruptive behaviour, and can be immediately removed from the meeting and may be banned from future meetings.

### Examples of unacceptable behaviour

- Promoting or participating in harassment, bullying, discrimination, or intimidation on-site, online, and/or on social media.
- Physical, verbal, or written forms of abuse including, but not limited to, verbal comments related to gender and gender identity, sexual orientation, disability, physical appearance, body size, race, religion, national origin or culture, inappropriate use of nudity and/or sexual images in public spaces or in presentations, and attacks on ideas (versus respectful, disagreeing dialogue). This includes any attendee, speaker, volunteer, staff member, service provider, or other guest.
- Threatening or stalking in-person or online.
- Disruption of presentations/sessions or disallowing participation by others.
- Use of social or mainstream media to target individual actions of participants in a way that could harm their privacy or professional status or open them to slander or libel.
- Knowingly violating copyright or copying presenter information without obtaining permission.
- Criminal offences.
- Failure to follow Symposium protocols.

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<sup>1</sup>This Code of Conduct has been adapted from that of the American Geophysical Union and the International Marine Conservation Congress [Favaro, B. et al. (2016) Your science conference should have a code of conduct. *Frontiers in Marine Science* 3:103, 10.3389/fmars.2016.00103].

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

By registering for the SOOS Symposium, participants acknowledge and agree to abide by the meeting Code of Conduct.

- Anyone requested to stop unacceptable behaviour is expected to comply immediately.
- Anyone violating the Code of Conduct may be removed from the Symposium without warning and potentially without refund. SOOS reserves the right to prohibit attendance at any future meeting if it is felt the future safety of delegates would be at risk.
- For participants who wish to lodge a complaint of harassment or other inappropriate behaviour, two Safety Officers will be available and readily identifiable. The Safety Officers have received training in how to deal with issues that may arise and will work closely with the appropriate teams at the [University of Tasmania](#) (UTAS) that will be on stand-by for the week of the Symposium<sup>2</sup>. All discussions will be managed in a secure and private space, and any documentation arising from reported incidents will be stored in a secure OneDrive folder. The Safety Officer will discuss the incident with the participant lodging the inquiry or complaint and will determine the steps that may need to be taken to make the participant feel safe. These interventions will be supported by the appropriate UTAS teams if necessary. Complaints and/or inquiries may additionally/alternately be communicated to [info@soos.aq](mailto:info@soos.aq).
- If you experience or witness behaviour that constitutes an immediate or serious threat to public safety, please contact the conference organizers/Safety Officers and ask for security, and call the Australian Emergencies Services via Triple Zero, 000. Any other incidents or suspected incidents can be reported to the Safety Officers.

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<sup>2</sup>The support/assistance from UTAS is available for the week of the Symposium only. Beyond this time, Symposium staff will escalate any issues raised to the home institutions/agencies of the parties involved.