

Paleontological Society

Code of Conduct

Members of the Society and participants in Society events (hereafter "Society members") agree to adhere to the Policy of Non-discrimination and Code of Conduct. This Code of Conduct applies to all Paleontological Society sponsored events and activities. Expectations with respect to the conduct and actions of Society members are as follows:

a. Society members will treat others with dignity and respect, regardless of their own or another's race, color, national or ethnic origin, immigration status, religion, age, marital status, parental status, sex, sexual orientation, gender identity or expression, socioeconomic background, educational background, disability, or military service or veteran status.

b. Society members will communicate with civility.

c. Society members will give fair and equitable consideration to all students, postdoctoral scholars, faculty, professionals, and amateurs, regardless of their race, color, national or ethnic origin, immigration status, religion, age, marital status, parental status, sex, sexual orientation, gender identity or expression, socioeconomic background, educational background, disability, or military service or veteran status.

d. Society members engaged in student mentoring will encourage all students in a respectful manner that is inclusive of diverse backgrounds and experiences, and recognizes that education is fundamental for the promotion of student learning and professional development.

e. Society members will observe the guidelines for the reporting of prohibited behavior (see section 6), and recognize that such guidelines are in effect at all times (see section 2).

f. Society members will not attempt to injure the reputation or professional opportunities for others by false, biased, or undocumented claims.

g. Society members will not practice, incite, encourage, or condone prohibited behavior (see section 4), including but not limited to harassment in any form.

h. Paleontological Society members will obey the rules and policies of affiliate meeting venues. Members attending Geological Society of America meetings should review the Geological Society of America's Events Code of Conduct and those attending American Geophysical Union Annual meetings should review the AGU Scientific Integrity and Professional Ethics documents.

Behaviors that are prohibited and which may result in disciplinary action include:

a. Harassment in any form, including sexual harassment, denigrating jokes, stereotyping, or a recurring pattern of microinvalidations, microassaults, microaggressions, and microinsults;

b. Physical abuse or intimidation, including disregard for another's safety;

c. Verbal or written abuse or intimidation (in-person or remotely), including but not limited to: harmful or negative comments related to race, color, national or ethnic origin, immigration status, religion, age, marital status, parental status, sex, sexual orientation, gender identity or expression, socioeconomic background, level of education, disability, or veteran status;

d. Violating the previously communicated (verbally or nonverbally) physical, emotional, and sexual boundaries of others through the continuation of otherwise prohibited behaviors, or through verbal or written comments founded on any personal aspect of another individual;

e. Photographing, recording, or video-taping of others and/or the dissemination or distribution of photographs, recordings and video-tapings of others without their consent.

f. Display or distribution of images or recordings involving provocative behavior, bigotry, nudity, sexual activities, or physical force against oneself, another person, or a community;

g. Intentional, unwelcomed physical behaviors (in-person or remotely), including but not limited to: stalking, physical contact, and aggressive or intimidating displays and/or body language;

h. Threats (implied or real) of physical, emotional, professional, or financial harm;

i. Any other behaviors that may reasonably be assumed to have the effect of creating, contributing to, or maintaining an environment that is hostile toward or damaging to a person or group.

By signing below, I attest that I agree to follow the Paleontological Society Code of Conduct during the Stratigraphic Paleobiology Field Conference.

Signature

Name

Date