

2021 Wetland Science Conference Community Agreement & Code of Conduct



As a community, we agree to ensure the virtual experience is enjoyable, safe, and welcoming to everyone and commit to:

Be kind. All participants are encouraged to connect with other attendees, post to discussion boards, use the chat feature, engage in breakout sessions, and get the most out of what the platform has to offer. Offensive, divisive, or profane language is not permitted and will be removed.

Be patient. This virtual event is new to all of us, including WWA staff, speakers, and exhibitors. Technical issues may arise, and we ask that you be gracious while we navigate this new landscape. Thank you in advance for your understanding.

Be accountable. We are here to learn from & teach others, connect with our peers, and build community around wetland conservation and management. This virtual event is not intended to be a platform for politics.

Code of Conduct

This Code of conduct was adopted to promote diversity and create an inclusive, supportive, and collaborative environment at the 2021 Wetland Science Conference hosted by Wisconsin Wetlands Association (WWA). WWA and the conference advisory panel value the diversity of views, expertise, opinions, backgrounds, and experiences reflected among participants. We are committed to providing a safe, productive, and welcoming environment for all participants. The Wetland Science Conference can serve as an effective forum to consider and debate different viewpoints about wetland topics respectfully and fairly.

All 2021 Wetland Science Conference participants—including, but not limited to, attendees, speakers, volunteers, exhibitors, administrative staff, members of the media, vendors, and service providers (called "participants" for the rest of this document for simplicity)—are expected to abide by this Code of Conduct.

Expected Behavior

- Treat all participants with kindness, respect, and consideration, valuing diverse views and opinions, including those you may not share.
- Communicate openly, with respect for other participants, critiquing ideas rather than individuals.
- Refrain from demeaning, discriminatory, or harassing communication directed toward other participants.

Unacceptable Behavior

- Harassment, intimidation, or discrimination in any form is unacceptable. Harassment includes any communication with another participant that is not welcome or is personally offensive. Language acceptable to one person may not be acceptable to another, and we expect participants to use discretion. Harassment intended humorously is still unacceptable.
- Examples of unacceptable behavior include, but are not limited to:
 - Verbal or text-based abuse of any participant
 - Unwelcome or offensive comments related to age, appearance, employment, military status, ethnicity, gender identity and expression, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race, or religion
 - Unwanted communications of a romantic or sexual nature
 - Use of obscene or discriminatory images in presentations, participant profiles, or virtual exhibits or posters, including indirect incorporation of such materials via hyperlink.

- Retaliation for reporting unacceptable behavior
- Spamming any area of the online conference environment with irrelevant material
- Unauthorized advertising of products or services through session Q&A chat boxes or the social feed
- Sharing of any video from within the online conference environment without explicit prior authorization

Monitoring for and Reporting Unacceptable Behavior

- WWA staff and volunteers will be monitoring Q&A and chat during all sessions.
- WWA staff and volunteers will monitor activity on the conference activity page
- If you feel that you are subjected to unacceptable behavior or harassment while participating in the 2021 Wetland Science Conference or witness any such behavior, please report it right away to conference@wisconsinwetlands.org or via the conference Help Desk in the virtual event platform. Staff will work with appropriate WWA leadership to resolve the situation. We will treat all reports seriously and provide a prompt response. WWA will discuss the details first with the individual filing the complaint and then with the subject of the complaint.

Consequences for Unacceptable Behavior

- Anyone told to stop unacceptable behavior is expected to comply immediately.
- Any participant posting material or engaging in communication in clear violation of the behavioral expectations stated above will have their access to the online conference environment revoked for the remainder of the event without a refund.
- WWA staff and moderators will remove material from any location within the online conference environment that they deem to violate the expectations stated above.
- Any participant communicating in an overly aggressive manner (e.g., spamming questions, using ALL CAPS, using heated but not discriminatory language, etc.) will be warned and removed from sessions at the moderator's discretion. Repeat incidences will result in revocation of access for the remainder of the event without a refund.
- Any participant sharing video aired or posted within the conference virtual event platform will have their access to the online conference environment revoked for the remainder of the event without a refund.

Other Guidelines related to the Wetland Science Conference virtual event platform

- Discussion boards and session chat boxes are for comments and questions related to that discussion board or session.
- Communications of a personal nature should be sent directly to the intended individuals
- Attendee contact information is provided to registrants for networking purposes and may not be used for sales purposes except where individuals have requested such communication.