

## Wetland Science Conference Community Agreement & Code of Conduct

As a community, we agree to ensure the conference experience (in-person and virtual) is enjoyable, safe, and welcoming to everyone and commit to:

**Be kind.** All participants are encouraged to connect with other attendees, message or use other chat features to reach one another, engage in roundtable sessions, and get the most out of what the conference has to offer. Offensive, divisive, or profane language will not be tolerated, whether written or spoken.

**Be patient.** Conferences, whether in person, virtual, or hybrid, are complicated events to organize and run. Technical issues may arise, and we ask that you be gracious and understanding in these cases.

**Be accountable.** We are here to learn from & teach others, connect with our peers, and build community around wetland conservation and management. This conference 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 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 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, exhibits, or posters, including indirect incorporation of such materials via hyperlink.

- Retaliation for reporting unacceptable behavior.
- Spamming any online area of the conference environment with irrelevant material.
- Unauthorized advertising of products or services through session Q&A via mic, chat boxes, or other mechanism.
- Sharing of any video from the conference environment without explicit prior authorization from WWA.

### **Monitoring for and Reporting Unacceptable Behavior**

- WWA staff and volunteers will monitor all sessions (whether virtual and in-person).
- If you feel that you are subjected to unacceptable behavior or harassment while participating in the Wetland Science Conference or witness any such behavior, please report it right away to [conference@wisconsinwetlands.org](mailto:conference@wisconsinwetlands.org) or via the conference registration desk at the in-person conference. 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 and/or will be asked to leave the in-person conference.
- WWA staff and moderators will remove material from any location within the conference environment (in-person or virtual) 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 conference revoked for the remainder of the event without a refund.

### **Other Guidelines**

- Session chat boxes in Zoom, YouTube, or other platforms used for any virtual broadcast of sessions are for comments and questions related to that session.
- Communications of a personal nature should be directed 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.