

ARCUS Annual Meeting Code of Conduct

ARCUS Commitment

The Arctic Research Consortium of the US (ARCUS) is committed to maintaining a safe, welcoming, and trusted meeting environment capable of supporting the professional exchange of ideas. To help promote these conditions, all meeting participants are expected to adhere to the meeting Code of Conduct. The purpose of this Code of Conduct is to communicate that harassment, intimidation, or discrimination in any form will not be tolerated, and every meeting participant is expected to conduct themselves in a professional, respectful, and responsible manner at all times. This Code of Conduct applies to all affiliated people and events relating to the 2020 ARCUS Annual Meeting, including those employed by other organizations.

What is Harassment?

Harassment includes speech or behavior that is not welcome or is personally offensive, whether it is based on ethnicity, gender, religion, age, body size, disability, veteran status, marital status, sexual orientation, gender identity, or any other reason not related to scientific merit. It includes stalking, unnecessary touching, and unwelcome attention.

Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure that respect is communicated. Harassment conveyed in a joking manner still constitutes unacceptable behavior. Retaliation for reporting harassment is also a violation of this policy, as is reporting an incident in bad faith.

Expected Behavior

The following behavior is expected throughout the meeting:

- Treat all meeting participants, staff, and any vendors with respect and consideration, valuing a diversity of views and opinions.
- Communicate openly and thoughtfully with others, being considerate of viewpoints different from your own and critiquing ideas rather than individuals.
- Avoid personal attacks directed toward other attendees, participants, staff, and any vendors.
- Be mindful of your surroundings and of your fellow participants.
- Respect the rules and policies of the meeting host organization.
- Alert meeting officials if you notice a dangerous situation or someone in distress.

Prohibited Conduct

The following behavior is prohibited throughout the meeting:

- Harassment and intimidation, including any verbal, written (including via texts, online chat, or social media), or physical conduct designed to threaten, intimidate, humiliate, or coerce another participant.
- Discrimination or other actions based on race, ethnicity, gender, gender identity or expression, sexual orientation, physical ability, nationality, age, socioeconomic status, or belief.
- Stalking or unwelcome or surreptitious photography or recording.
- Disruption of talks at any session.
- Unwelcome sexual attention, including but not limited to sexualized comments or jokes, displaying sexually explicit material, inappropriate touching, groping, or sexual advances.

How to Report & How Complaints will be Addressed

Anyone who feels unsafe or threatened is encouraged to seek immediate assistance from meeting staff, trusted colleagues, friends, or allies. To report a serious crime, please call 911.

If you are the subject of unacceptable behavior or have witnessed any such behavior during meeting events, please contact one of the meeting planning committee members listed below to report your concerns:

- Helen Wiggins, ARCUS Executive Director – helen@arcus.org or 907-474-1600
- David Cairns, ARCUS Board President - cairns@tamu.edu or 979-845-2783

Meeting officials will consult privately with the individual filing the complaint prior to taking any action.

To address complaints of inappropriate conduct, meeting officials may take any action deemed necessary and appropriate, including verbal warnings, immediate removal from the meeting, and the notification of appropriate authorities (e.g., employers or police).

Anyone requested to stop unacceptable behavior is expected to comply immediately. Retaliation toward complainants of inappropriate conduct will not be tolerated.

For any questions about this Code of Conduct policy, please contact ARCUS Executive Director, Helen Wiggins, at helen@arcus.org.