

EEID 2020 Code of Conduct

Registration for the meeting is considered an agreement to abide by the following code of conduct.

The Ecology and Evolution of Infectious Disease meeting is intended to foster the exchange of scientific ideas, providing participants with an opportunity to network with an international community of ecologists, epidemiologists and evolutionary biologists. We are committed to creating an environment where everyone can participate without harassment, discrimination, or violence of any kind. All meeting participants must be treated with respect and consideration. Harassment of any participant will not be tolerated. Unacceptable behaviour includes (but is not limited to) unwanted verbal attention, unwanted touching, intimidation, stalking, shaming, or bullying. Blatant discrimination on the basis of gender or gender identity, sexual orientation, age, disability, physical appearance, religion, national origin, or ethnicity will not be tolerated. Harassment presented in a joking manner constitutes unacceptable behaviour. Retaliation for reporting harassment is also unacceptable, as is reporting an incident in bad faith.

The meeting organisers reserve the right to enforce this code of conduct in any manner deemed appropriate. Anyone violating the code of conduct may be: (a) asked to stop, (b) expelled from the meeting, and/or (c) prohibited from attending future meetings. Establishing this code of conduct is intended to maintain a high quality of scientific discourse at our meetings.

If you experience any form of inappropriate behaviour during the meeting, you may wish to contact and speak with an experienced external Human Relations counsellor that has been contracted to help in such situations. All communication will be held in strict confidence.

If you contact our counsellor, you will be asked the following

- to give your name
- to describe the events or behaviour that took place, and any other relevant circumstances surrounding the incident
- if relevant or appropriate, to identify the perpetrator
- if relevant or appropriate, to identify any witnesses.

Important: nothing will be undertaken without your consent, nor will your name be communicated to anyone without your consent.

Our external counsellor is Joanne Harding, at Workforce Window Ltd, a Human Relations company based in the UK with many years' experience in dealing with individual complaints and breaches of codes of conduct. Joanne will be available during the meeting to handle your issues both sensitively and confidentially.