Expected Behavior for ISCB Activities Policy

The open exchange of ideas is central to the advancement of science and the mission of ISCB. ISCB desires to be a safe and productive environment that embraces diversity and provides a safe, welcoming environment for all.

We invite you to help us make ISCB a place that is welcoming and respectful to all participants, regardless of race, gender, gender identity, age, sexual orientation, disability, physical appearance, national origin, ethnicity, or religion. This allows everyone the opportunity to focus on the activity/event itself, and the great networking and community richness that happens when we come together.

This policy applies to all ISCB activities, including:

- conferences, affiliated groups, communities of special interest (COSIs), workshops, and events sponsored, co-sponsored, or in cooperation with;
- exchanges among committees or other bodies associated with ISCB
- communication sent through ISCB communication channels and associated social media
- press/media pass holders who are communicating through their own blogs/communication platform while in attendance of ISCB events or activities

Expected Behavior

We expect all participants in ISCB activities to:

- Exercise consideration and respect in speech and actions;
- Refrain from demeaning, discriminatory, or harassing behavior and speech;
- Be mindful of your surroundings and of your fellow participants;
- Alert community leaders if you notice a dangerous situation, someone in distress, or violations of this policy, even if they seem inconsequential.

Unacceptable behavior at any ISCB activity is defined as but not limited to:

- Abuse: Any action directed at an individual that (a) interferes substantially with that person’s participation; or (b) causes that person to fear for his/her personal safety. This includes threats, intimidation, bullying, stalking, or other types of abuse.
- Discriminatory Harassment: Any conduct that discriminates or denigrates an individual on the basis of race, ethnicity, religion, citizenship, nationality, age, sexual or gender identity, disability, or any other characteristic protected by law.
- Sexual Harassment: Unwelcome sexual advances, requests for sexual favors, or other verbal/physical conduct of a sexual nature. Some examples include:
  o unwelcome advances or propositions, particularly when one individual has authority over the other;
  o inappropriate touching of an individual’s body;
o degrading or humiliating comments about an individual’s appearance;
  o using an activity-related communication channel to display or distribute
sexually explicit images or messages;

Harassment can occur when there is no deliberate intention to offend. Be careful in the
words that you choose. Harassment committed in a joking manner or disguised as a
compliment still constitutes unacceptable behavior. Remember that sexist, racist, and
other exclusionary jokes can be offensive to those around you.

Consequences of Unacceptable Behavior

If a participant in an ISCB activity engages in prohibited behavior, ISCB reserves the
right to take any action ISCB deems appropriate. ISCB reserves the right to:

● remove an individual from any activity without warning or refund;
● prohibit an individual from participating in future activities;
● exclude an individual from leadership positions;
● suspend or terminate membership in ISCB.

Such sanctions may be applied regardless of whether or not the offender is a member of
ISCB.

Appropriate sanctions also will be taken toward any individual who knowingly makes a
false allegation of harassment.

How to Report Unacceptable Behavior

Any person who has been the victim of an assault or other criminal behavior, or
who believes their physical safety is at risk, should immediately call local authorities
or contact the appropriate security agency.

Any person who has been subjected to, or personally witnessed to abusive, harassing,
threatening, or similar behavior by anyone in connection with ISCB activities or
communications, should report to an ISCB member of leadership or ISCB Ethics and
Professional Conduct Committee (EPC) immediately. A report can be given in person or
via email to president@iscb.org. If someone wishes to remain anonymous, a report can
be filed at (insert form). If unacceptable behavior at an ISCB event is reported during the
event, ISCB may take preliminary action, including directing an attendee to leave the
event, pending a full investigation and resolution of the complaint.

Upon receipt of a complaint, the EPC will generally adhere to the following process:

(1) The EPC will review the complaint to determine if it adequately alleges material
misconduct by a member in connection with an ISCB activity or commination.
(2) If the EPC decides to proceed, it will seek to obtain such further information it may need to assess the merits of the complaint, including interviewing the complaining party and any witnesses.

(3) The member who is accused will be provided with written notice of the allegations, in sufficient detail to allow the member to respond comprehensively.

(4) The accused member will be asked to submit a response to the accusations in writing. The response may include statements of witnesses with personal knowledge of matters relevant to the allegations.

(5) The EPC will make a determination based on consideration of all evidence, including the complaint, witness accounts, and the accused member’s response, which the EPC will deliver to the ISCB Executive Committee.

(6) The Executive Committee will determine whether the accused member engaged in the alleged conduct and, if so, will decide upon the appropriate action, which in egregious cases may include suspension or expulsion from membership. The Executive Committee will notify the accused member.

(7) The accused member will have 15 days to appeal, in writing, the decision and/or the disciplinary action to the Executive Committee. The appeal may include additional material or arguments from the accused member.

(8) The ISCB Executive Committee will make a final decision.

(9) A report will be issued to the Board of Directors and retained on file. The report will provide anonymity to all parties.

_ISCB reserves the right to summarily suspend or terminate any member’s participation within the Society if said member is convicted of a crime and the conviction is brought to the attention of ISCB. ISCB does not conduct background checks of its members._