

# SEEP Conference

Integrating society, ecology,  
evolution and plasticity  
to advance urban  
evolutionary ecology

SEEP workshop's values the opinions of our participants. If you have recommendations to make the Code of Conduct better represent our collective goals, please reach out to us at: [Seepworkshops@gmail.com](mailto:Seepworkshops@gmail.com)

## **SEEP Workshop Code of Conduct**

SEEP workshops aim to foster a space where a diverse community of scientists from all career stages can freely exchange a wide variety of ideas and research strategies, and collaborations can be established and renewed. SEEP values the diversity of backgrounds, opinions and expertise reflected among its workshop participants, and is committed to providing a safe, productive and welcoming environment for all.

All participants — including, but not limited to, workshop attendees, speakers, volunteers, exhibitors, staff, service providers and guests — are expected to abide by this SEEP Workshop Code of Conduct. This Code of Conduct applies in all venues, online and in-person, including ancillary events and social gatherings.

### **Expected behavior**

- Treat all participants and staff with respect and consideration, valuing a diversity of 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 behavior and speech directed toward others, whether in person, in print or online.
- Be mindful of your surroundings and of your fellow participants.
- Respect the rules and policies of the workshop venues.
- Abide by principles of academic integrity and ethical professional conduct.

## **Unacceptable behavior**

- Harassment, intimidation or discrimination in any form is unacceptable. Harassment includes speech or behavior that is not welcome or is personally offensive. Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure respect is communicated.
  - Verbal harassment includes comments, epithets, slurs, threats and negative stereotyping that are offensive, hostile, disrespectful or unwelcome.
  - Non-verbal harassment includes actions or distribution, display or discussion of any written or graphic material that ridicules, insults, belittles or shows hostility, aversion or disrespect toward a group or individual. The use of sexual and/or discriminatory images in public spaces or in presentations is also considered harassment.
- Examples of unacceptable behavior include, but are not limited to:
  - physical or verbal abuse of any participant, unwelcome or offensive verbal comments or exclusionary behavior related to age, appearance or body size, employment or military status, ethnicity, gender identity and expression, individual lifestyle, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race or religion.
  - Inappropriate physical contact and/or unwanted sexual attention.
  - Deliberate intimidation, stalking, or following.
  - Sustained disruption of talks or other events, or any kind of bullying behavior.
  - Retaliation and reporting an incident in bad faith both undermine the safe, productive and welcoming environment we are striving to create and will also be subject to consequences.

## **Reporting**

If you are not in immediate danger but feel that you are the subject of unacceptable behavior or have witnessed any such behavior, please immediately notify a member of the SEEP leadership team. Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to individual or public safety at a SEEP workshop is advised to contact venue security or local law enforcement.

## Consequences

The SEEP team reserves the right to enforce this Code of Conduct in any manner deemed appropriate. Except in the most egregious cases, anyone violating the Code of Conduct will first be asked to cease these behaviors. Failure to comply with requests may result in escalating consequences, which may include expulsion from the workshop and/or prohibition from future workshops and meetings.