



CalNat Conference 2022 Community Guidelines

We believe environmental stewardship can make the world a better place. **This CalNat Conference Code of Conduct shares our community values and applies to all attendees, employees, exhibitors, speakers, sponsors, volunteers, and other participants at sponsored events.** We encourage and require all participants in our community to play a role in creating a friendly and safe environment for all.

Guidelines

- We expect everyone to treat one another with respect, kindness, and consideration. Be mindful of others around you to ensure a great experience for your fellow participants.
- Use inclusive language practices and be respectful of differing viewpoints and experiences. **You are responsible for your words and actions even if harm isn't intended.**
- Promptly report any inappropriate behavior that makes you or others feel uncomfortable to designated staff. (Learn how to report below.)
- Ethically conduct learning, teaching, and community engagement.

Unacceptable Behavior - Harassment, Aggression, and Intimidation

- Harassment, aggression, and intimidation of any kind is hurtful and affects other people's experience in our community.
- These behaviors are inappropriate and unacceptable and will not be tolerated.
 - Do not engage in behaviors that are inappropriate in regards to race/ethnicity, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, military status, or any other identities.

Consequences for Unacceptable Behavior

- Consequences will depend on the frequency and severity of the actions taken and range from making a plan to modify behavior, being given a warning, mandatory expulsion from the conference, and/or being banned from future CalNat events.

How to Make a Report

- CalNat staff are always available to help. If you witness or are subjected to inappropriate behavior or have any other concerns, **notify a conference staff member as soon as possible.**
 - Please note that we are obligated to report any incidents we're made aware of. If you'd prefer privacy, a confidential advocate can assist you by helping to identify your best strategy and provide accompaniment and moral support if you choose to report.
 - UCANR Confidential Advocates
- For emergencies call 911 first, and then report to any CalNat staff as soon as you are able.

References

This document was written with guidance from and reference to the following resources:

- [Sagehen Creek Field Station's Code of Conduct](#)
- [The Ecological Society of America's Code of Conduct](#)