

INTERNATIONAL SOCIETY FOR NEUROETHOLOGY  
CODE OF CONDUCT

Through our biannual congresses, the International Society for Neuroethology (ISN) fosters open exchange and critical evaluation of scientific ideas, facilitates development of new collaborations, and enables participants to find employment or recruit people to fill positions. To these ends, the ISN wants its meetings to be inclusive and for participants to feel safe and welcome.

All participants at the International Congress of Neuroethology (ICN) should behave professionally, treating each other with respect and consideration. This includes thoughtful appreciation of each one's own professional status and position and an attempt to understand the status and position of others who may not share the same background or privilege. An open, inclusive environment is one where all participants emphasize supportive and empathetic behaviors. Participants must recognize that power and status affect how others receive words and actions and how others express themselves (or feel limited in their expression). It is not easy to flawlessly respect boundaries that may appear hidden or to understand how different backgrounds affect the perception of shared experiences, but respect and empathy for all should be the over-riding principle.

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The following behaviors are strictly prohibited whether the behavior is expressed physically, verbally, or in writing.

**Sexual harassment** of any participant, including scientific attendees and their guests, vendors, support staff, service providers, and volunteers. Harassment includes but is not limited to unwelcome conduct of a sexual nature, including advances or propositions, requests for sexual favors, sexually explicit jokes, unnecessary touching, catcalling, and other conduct of a sexual nature. Participants must recognize that behavior that is acceptable to some people may not be acceptable to all, and that people in junior positions or from less privileged backgrounds may be reluctant to explicitly object to unwelcome behavior.

**Discrimination** of any kind, including but not limited to discrimination on the basis of race, ethnicity, culture, national origin, sexual orientation, gender identity and expression, social and economic class, educational level, immigration status, age, ability, marital or family status, political belief, or religion. Be aware that jokes or attempts to make light of status differences or physical appearance generally reinforce, rather than diminish, power differences. Words or actions that manipulate status or power to belittle, offend, or otherwise disenfranchise meeting attendees are unacceptable, as are inappropriate comments made in a joking manner.

**Bullying, intimidation, and physical harm** of any participant through behavior that frightens, threatens, or humiliates the recipient, including disruption of presentations as well as stalking or following. We recognize that scientific disagreements will sometimes arise and we in no way want to stifle scholarly and scientific discussion, but these discussions should be fair and respectful, focusing on the science rather than the individuals discussing it.

**Retaliation** for reporting inappropriate behavior, as well as **bad faith reports** of inappropriate behavior, are unacceptable and will be considered a violation of the code of conduct.

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Reports of violations of the code of conduct will be treated with strict confidentiality. Those experiencing or witnessing violations of the code of conduct can report them in person to any ISN officer (easily identifiable by their pink conference name tags) or in writing to the ISN Inclusion and Diversity Committee by sending an email to [icnconductreport@gmail.com](mailto:icnconductreport@gmail.com). If further anonymity is desired, reports can be sent from a newly-created, free Gmail account. All reports of misconduct will be investigated thoroughly, fairly, and as quickly as possible by the Inclusion and Diversity Committee, who will provide all parties with a chance to explain themselves and will treat such matters with strict confidentiality.

ICN organizers and ISN officers reserve the right to enforce this code of conduct in any manner deemed appropriate. Anyone violating the code of conduct will be asked to stop engaging in inappropriate behavior and may be prohibited from presenting, expelled from the meeting without refund, prohibited from attending future meetings, and/or have their membership revoked. In severe cases, inappropriate behavior may also be reported to the individual's employer and/or funding agency as appropriate. Actions that violate local laws may be reported to local law enforcement.