



GULF AND CARIBBEAN FISHERIES INSTITUTE

MEMBER/CONFERENCE ATTENDEE CODE OF CONDUCT

The Gulf and Caribbean Fisheries Institute (GCFI) values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among GCFI members and conference attendees. The GCFI is committed to maintaining a member/conference attendee community environment that recognizes the inherent worth and dignity of every person, regardless of race, religion, ancestry, ethnic origin, color, national origin, age, gender, gender identity, sexual orientation, disability, family status, or veteran status. GCFI meetings and events can serve as an effective forum to consider and debate viewpoints in an orderly, respectful, and fair manner.

The GCFI is committed to fostering friendly, safe and welcoming meetings and events, consistent with the vision and mission of GCFI (GCFI Strategic Plan), free from discrimination. The GCFI is also committed to ensure that all its members/conference attendees conduct themselves in a professional and ethical manner. The GCFI Member/Conference Attendee Code of Conduct outlines the acceptable personal and professional conduct of GCFI members and attendees when participating in a GCFI event.

This Code of Conduct applies in all venues, including conferences, ancillary events and social gatherings, and on-line forums and discussions associated with the GCFI. This Code is important to promoting diversity and creating an inclusive, supportive, and collaborative environment for all.

Personal conduct

A GCFI member/conference attendee is expected to:

- Take part in GCFI events in an active and genuine way.
- Exercise consideration and respect in speech, talks and actions.
- Treat all participants with kindness, 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.
- Be mindful of the surroundings and fellow event attendants.
- Respect the rules and policies of the event venue, hotels, GCFI-contracted facility, or any other venue.
- Act responsibly in alcohol consumption and use of other legal substances. (Note that the use of illegal substances will not be tolerated).
- Refrain from demeaning, discriminatory, or harassing behavior or speech, including:
 - discriminatory jokes, language and insults;
 - inappropriate photography or recording;
 - inappropriate or non-consensual physical contact;
 - unwelcome sexual attention, including sexualized comments or jokes, inappropriate touching, and unwelcomed sexual advances;
 - deliberate intimidation, stalking or following; and
 - advocating for, or encouraging, any of the above behaviors.
- Refrain from engaging in any activities at a GCFI event that would jeopardize the safety of others, or cause anyone distress or discomfort.
- Avoid acts of violence, threats of violence or violent language directed against another person.
- Treat all colleagues with respect regardless of race, religion, ancestry, ethnic origin, color, national origin, age, gender, gender identity, sexual orientation, disability, family status, or veteran status.

Professional conduct

A GCFI member/conference attendee is expected to:

- Undertake work on marine and estuarine fisheries and resources for the benefit of those resources and of the public, based on the best scientific data.
- Act ethically in relationships with the general public and with employers, employees, students and associates.
- Act professionally without prejudice or conflict of interest.
- Advertise professional qualifications truthfully, without exaggeration and without denigration of others.
- Express opinions only if qualified to do so by training, experience or study.
- Clearly separate professional opinion from accepted knowledge or fact in communications.
- Advise against actions or decisions by the GCFI that may violate any law or regulation.
- Not distort or withhold information to substantiate a personal point of view.

- Avoid actual or apparent dishonesty, misrepresentation and unprofessional demeanor by using proper scientific methodology, by fully documenting technical conclusions and interpretations, and by encouraging these practices by others.
- Give appropriate credit for professional work done by others.
- Make the professions relevant to estuarine and marine fisheries more effective by exchanging information and experiences with colleagues, students and the public via formal publications, reports, lectures, informal consultations, and constructive interactions with professional societies, journalists and government bodies.
- Restrict, as far as practicable, criticisms of technical results and conclusions of other researchers to professional forums such as meetings and technical journals.
- Not speak for or represent the GCFI without the approval of a GCFI Board or ex-officio Board Director. The GCFI Board and ex-officio Board Directors may speak for or represent the GCFI

Reporting of unacceptable conduct

If anyone is subjected to unacceptable conduct or witnesses any such conduct, they can/should immediately notify a GCFI Board Director. Notification can be done by contacting a Board Director on-site or via e-mail: Board@GCFI.org

Consequences and mitigation of unacceptable conduct

A GCFI member/conference attendee is obligated as part of membership and attendance at a GCFI event to comply with this GCFI Code of Conduct. Conduct of a GCFI member/conference attendee inconsistent with this Code of Conduct will not be tolerated. If a GCFI member/conference attendee is asked by a GCFI Board member to stop a conduct they are expected to comply immediately. If a GCFI member/conference attendee continues to engage in unacceptable conduct, the GCFI Chair, Vice-Chair, Executive Director, Program Chair or Executive Secretary may take action as deemed necessary, including discussing the details with the individual reporting, and the alleged offender. Appropriate action may include issuing a formal warning, or a temporary or permanent expulsion from GCFI events. Confidentiality will be maintained to the extent that it does not compromise the rights of others.

Approved
GCFI Board of Directors
14 September 2018