GLEON Meeting Code of Conduct

The Global Lake Ecological Observatory Network (GLEON) has many values that contribute to its mission of promoting innovative and collaborative science. Fostering an atmosphere of diversity (i.e., the full range of personal and intellectual attributes, cultural affiliations, and professional or socioeconomic statuses that characterize individuals within society) and inclusion (i.e., the act of creating environments in which any individual or group feels welcomed, respected, supported, valued, and encouraged to participate fully) is a critical element of our success as a culturally and geographically diverse organization, as detailed in the GLEON *Operating Principles and Procedures*. The GLEON Meeting Code of Conduct provides an explicit description of GLEON's expectations with regard to personal conduct that are consistent with the published *Shared Values and Principles* of the organization. Members of GLEON or participants in GLEON activities explicitly agree to a *Commitment of Members*, which includes adhering to the GLEON Code of Conduct.

Objectives

- Agree on a set of ethical principles to which all individual members, site members, observers, and affiliates of GLEON should adhere
- Prevent unethical practices and conduct
- Prevent all forms of harassment, including sexual harassment and assault

1.1 GLEON General Code of Conduct

The success of GLEON relies on all members and affiliates adhering to a code of conduct that is aligned with its mission and consistent with its Operating Principles and Procedures. Such conduct is expected in all formal and informal GLEON interactions, including GLEON annual meetings, virtual meetings and online communications, committee meetings, and all working group related interactions. The GLEON code of conduct extends to individual members, site members, and all participants and affiliates attending GLEON functions. GLEON is committed to providing a safe, productive, and welcoming environment for all participants and staff. Consequently, all GLEON affiliates are expected to abide by the GLEON Code of Conduct:

- Be considerate of miscommunications, particularly where cultural or language differences may be involved
- Treat others with respect
- Value a diversity of views and opinions
- Foster an atmosphere of inclusivity
- In scientific discussions, critique ideas rather than individuals
- Abide by the rules and policies of any meeting venue within the cultural context of the host region
- Avoid using idioms, acronyms, and jargon that may not be understood by everyone.
- Commit to challenging poor practices in others and actively contributing to positive change.

Any behavior that intentionally or unintentionally interferes with a collaborative atmosphere is counterproductive and in opposition to GLEON values. More specifically, the following are considered unacceptable:

- Harassment, intimidation, or discrimination in any form
- Any form of visual, verbal, physical, or sexual assault, abuse, or intimidation
- Biased language related to gender, sexual orientation, disability, physical appearance, race, religion, national origin, academic position, or economic situation
- Use of sexualized images or language in meeting spaces, including presentations and posters
- Use of drugs or alcohol during meetings or meeting-related social events that result in behavior violating the code of conduct

1.2 Reporting unacceptable behavior

- If you are the subject of unacceptable behavior or witness unacceptable behavior, you may notify either of the co-chairs of the Steering Committee or their designees.
    - Grievances will be handled on a case-by-case basis
    - All personal information will be kept private
- Anyone requested to stop unacceptable behavior should immediately do so.