



Association for Materials & Methods in Paleontology

Code of Conduct

The Association for Materials and Methods in Paleontology (AMMP) values the diversity of views, expertise, opinions, backgrounds, and experiences reflected within our community and is committed to providing a safe, productive, and welcoming environment for all participants. This Code of Conduct (COC) is important for promoting diversity and creating an inclusive, supportive, and collaborative environment for all people and cultures.

All event participants—including, but not limited to attendees, speakers, volunteers, exhibitors, personnel, members of the media, and service providers—are expected to abide by this COC.

We expect everyone to respect the following list of behaviors:

Expected Behavior

- Treat everyone with kindness, respect, and consideration, valuing a diversity of views and opinions (including those you may not share).
- Exhibit professional behavior at all times.
- Communicate openly, with respect for others, critiquing ideas rather than individuals.
- Be mindful of your surroundings and those of others. Alert event staff if you notice a dangerous situation or someone in distress.
- Make space for new people to join in your conversations.

Unacceptable Behavior

- Harassment, intimidation, or discrimination in any form including, but not limited to:
 - Written or verbal abuse
 - Exclusionary behavior and microaggressions related to age, physical 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
 - Unwanted sexual attention
 - Use of sexual or discriminatory images or language
 - Deliberate intimidation, stalking, or following
 - Sustained disruption of talks, workshops, or other events

- Bullying behavior, including intentional microaggressions
 - Retaliation for reporting unacceptable behavior
- Unacceptable behavior intended in a joking manner still constitutes unacceptable behavior.
 - Avoid jokes about a specific group (like “undergrads”).
 - Avoid making derogatory comments toward a specific individual.
- The recording or transmission of any sessions, presentations, demos, videos, or content in any format is strictly prohibited unless documented permission by AMMP is granted in advance.
- Disruption of presentations during sessions is strictly prohibited. All participants must comply with the instructions of the moderator(s) and any event staff.
- Participants should not copy or take screenshots of presentations if the author posts an icon prohibiting such action on the title page or other pages of the presentation, or if the author verbally announces such an action is prohibited during the course of their presentation.

Note About Differences of Opinion and Offense

The primary benefit of a collaborative professional event is the unhindered involvement and contribution of all participants. In order to achieve the objectives of an event within the limited time provided (with the universal benefit of all participants being fully engaged) discussions should be focused on the meeting topic at hand. All participants must be welcome and able to equitably and effectively participate.

Articulations

It is not a violation of the AMMP COC to express an opinion, raise research questions, or describe an experience (i.e. an “articulation”) that is at odds with the opinions of or is found offensive by others. An articulation must be part of an on-point discussion of the AMMP event topic at hand and offered in a manner that does not interfere with others’ reasonable ability and welcome to fully participate. Debate is an integral part of professional collaboration and it is important that differing positions be expressed with respect and consideration for all. Doing so in a manner that reflects intellectual rigor and is demonstrably mindful of minimizing, as reasonably possible, its potential adverse effect on others’ ability to participate is considerate and professional. (Offering an advance warning of the potential for impact on others is one way to demonstrate such respect and consideration for all.) This includes avoiding dominating a discussion, expressing an articulation that is reasonably expected to cause offense gratuitously (i.e., unrelated to or unnecessary for the work on that topic), and voicing articulations as personal attacks (ad hominem) or put-downs of an individual.

It is important to show consideration for anyone who appears distressed by promptly halting the cause and demonstrating caring while still pursuing a way to share pertinent information with the event moderator's assistance if needed.

Reporting Incidents

If you feel that you are the subject of unacceptable behavior, have witnessed any such behavior, or have other concerns, **report the incident to the email address below as soon as possible**. AMMP will work with you to resolve the situation.

AMMP will treat all reports seriously and will work to understand the situation through prompt investigation, including conversations with relevant individuals and witnesses before determining an appropriate course of action. AMMP will exercise strict confidentiality with the identities of the reporting individual(s) and involved parties; however, if identification is necessary for resolution of incidents with higher authorities, AMMP will comply with information requests.

Contact information to report an incident: conduct@paleomethods.org

Consequences

- Anyone requested to stop a behavior by AMMP is expected to comply immediately.
- AMMP may take any action deemed necessary and appropriate, including immediate removal from the event without warning or refund.
- AMMP reserves the right to prohibit attendance at any future event, virtually or in person.

Further action may be deemed necessary to address egregious acts.