

The Association of Field Ornithologists' (AFO) and the Wilson Ornithological Society (WOS) are committed to providing a safe, hospitable, and productive environment for everyone participating in our 2018 joint meeting in Chattanooga regardless of gender, race, ethnic origin, nationality, religion, age, marital status, sexual orientation, gender identity, disabilities, physical appearance or any other protected status. We realize that effective communication requires that we treat each other with respect and courtesy in face-to-face, written, and electronic interactions and that we respect the intellectual property of our colleagues. AFO and WOS' Code of Professional Conduct is intended to 1) advance the mission of our societies through the open, respectful, and honest communication of research and exchange of ideas, 2) to promote equality of opportunity and treatment for all members and participants in this meeting, 3) to assure appropriate accessibility of accurate and reliable information to colleagues, policy makers, and the public and, 4) to encourage the effective and ethical professional development of researchers. We represent the field of ornithology and it is imperative that we behave as professionals to each other, society employees, and meeting participants, volunteers, exhibitors, sponsors, and venue staff.

Participants in the meeting should be able to engage in open discussions free of discrimination, harassment and retaliation. Harassment will not be tolerated in any form. Harassment includes offensive gestures or verbal comments communicated directly or through social media, deliberate intimidation, stalking, following, unwanted photography, video or audio recording, sustained disruption of talks or other events, inappropriate physical contact, and any unwelcome attention. Participants asked to stop harassing behavior are expected to comply immediately.

Reporting an Incident: Any individual who is aware of breaches of this Code, you should contact the AFO President, Paul Rodewald (pgr35@cornell.edu), the WOS President, Mark Deutschlander (deutschlande@hws.edu) and/or authorities (such as the local meeting organizers) specified in the meeting program. The person reporting, who may be a complainant or witness and may or may not be a meeting registrant, is not required or expected to discuss the concern with the alleged offender. All complaints will be treated seriously and reviewed promptly by the meeting organizer, and or the Executive Committees of both AFO and WOS, and may be investigated by them or their designee. Confidentiality will be honored to the extent permitted, as long as the rights of others are not compromised.

Disciplinary Action: Individuals found to have engaged in behavior prohibited by this policy as well as those making allegations of a breach of Code in bad faith, will be subject to disciplinary action. The Executive Committees of the AFO and WOS may take any action, jointly or individually, they deem legally appropriate, ranging from a written warning or ejection/prohibition from the specific activity in question (e.g. annual meeting, workshop, publication, etc.), to the reporting of their behavior to their employer. Repeat offenders may be subject to further disciplinary action, such as being banned from participating in future society activities, meetings, publications, or other programs. AFO and WOS Bylaws permit Council to terminate the membership of any Member.

Retaliation Is Prohibited: Neither AFO nor WOS will tolerate any form of retaliation against individuals who file a complaint or assist in an investigation. Retaliation is a serious violation of this policy and, like any breach of the Code itself, will be subject to disciplinary action.

Questions & Appeals: Any questions regarding this policy should be directed to the local meeting organizers, as specified in the Meeting Program. If an individual involved in any reported incident is dissatisfied with the disciplinary action, he or she may appeal to the AFO and WOS Executive Committees.