



# SCANZ Code of Conduct

As a national organisation comprised of members from diverse backgrounds, organisations, and lived experiences, we are committed to the open exchange of ideas, the freedom of thought and expression, and respectful debate. While acknowledging that intellectual debates may (and will) be challenging at times, these require a community and an environment that recognises the inherent worth of every person and group, that fosters inclusion, dignity, understanding, and mutual respect, and that embraces diversity.

SCANZ is also dedicated to providing a harassment-free experience for everyone engaging with the SCANZ community, regardless of gender, sexual orientation, disability, physical appearance, race, ethnicity, political affiliation, nationality, language, or religion – and not limited to these aspects. We are a collaborative community dedicated to cooperation, civility, and respect and do not tolerate harassment in any form. Sexual or discriminatory language and imagery is not appropriate for any conference or event venue, including talks, workshops, social events, and other SCANZ-funded or SCANZ-organized events. Participants at any SCANZ-sponsored event violating these rules may be sanctioned or expelled at the discretion of the organizers or the SCANZ Executive Committee (<https://www.scanz.co.nz/our-people/>).

Harassment and hostile behaviour is not welcome at SCANZ. This includes speech or behaviour that intimidates, creates discomfort, or interferes with a person’s participation or opportunity for participation in the event (including in public presentations and on-line discourse). Harassment includes but is not limited to: verbal comments that reinforce social structures of domination (related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, etc); sexual images in public spaces; deliberate intimidation, stalking, or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; unwelcomed sexual attention; and advocating for or encouraging any of the above behaviour.

**Participants asked to stop any harassing behaviour are expected to comply immediately.**

## IMPLEMENTATION

It is the responsibility of the community as a whole to promote an inclusive and positive environment for all our activities. If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of the local event staff, event organisers, any member of the SCANZ team or Executive Committee. Please be assured that if you approach us, your concerns will be kept in strict confidence, and we will consult with you on any actions taken.

If a participant engages in harassing behaviour – whether intentional or unintentional – event organisers or their designees may take any action they deem appropriate, including warning the offender, expulsion from the event, or contacting a higher authority such as a representative from the offender’s institution. We expect

participants to follow the code of conduct at all conferences, meeting-related social events, workshops, community gatherings, and online communication channels.

We value your, and everyone’s, participation in the SCANZ community and at SCANZ events. Your support will help keep our community and our events a safe, welcoming, and friendly space for all fellow participants!

## PROTOCOL FOR CONFLICT RESOLUTION

### Report

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please immediately contact a local meeting organizer, a SCANZ member you trust, or a SCANZ Committee member.

### Escalate

If you are at a meeting or other event, find an event organiser or a representative of the SCANZ Executive Committee. They will assist you. These parties will help participants contact hotel/venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment and will help them to feel safe for the duration of the event.

If you have been harassed over email, you may send the email(s) to [scicomnz@gmail.com](mailto:scicomnz@gmail.com)

### Resolve

If an incident results in corrective action, the community should support those harmed by the incident, either publicly or privately.

If an individual attempting to help a victim of harassment encounters issues following the anti-harassment policy and protocol, they are encouraged to engage the SCANZ community or Executive Committee about these issues and needed policy clarifications or revisions. We will then revise the policy or protocol appropriately to ensure a safe and welcoming community in which harassment is not tolerated.

## ACKNOWLEDGMENTS

SCANZ is grateful for the many thoughtful policies created by related and overlapping communities. We were inspired by and drew in particular from the following:

- Te Pūnaha Matatini
- Ada Initiative Anti-harassment work
- Wikimedia Foundation Friendly space policy