**Statement of Appropriate Conduct**

**at ISSLR Conferences**

January 2018

[The](http://ala.org/) International Society for Salt Lake Research (ISSLR) holds professional conferences and meetings to enable its members to receive continuing education, build professional networks, and present findings from research into Salt Lakes. To provide all participants – members and other attendees, speakers, exhibitors, staff and volunteers – the opportunity to benefit from the event, the ISSLR is committed to providing a harassment-free environment for everyone, regardless of gender, sexual orientation, gender identity, gender expression, disability, physical appearance, ethnicity, religion or other group identity.

As an association, ISSLR is strongly committed to diversity, equity and the free expression of ideas. The values and beliefs delineated within ISSLR policy describe conduct based on a firm belief in the value of civil discourse and the free exploration of competing ideas and concepts – with a fundamental respect for the rights, dignity and value of *all* persons.

Within the context of ISSLR policy and the professional practices of scientists, critical examination of beliefs and viewpoints does not, *by itself*, constitute hostile conduct or harassment.  Similarly, use of sexual imagery or language in the context of a professional discussion *might not* constitute hostile conduct or harassment.

ISSLR seeks to provide a conference environment in which diverse participants may learn, network and enjoy the company of colleagues in an environment of mutual human respect. *We recognize a shared
responsibility to create and hold that environment for the benefit of all.* **Some behaviours are, therefore, specifically prohibited:**

* Harassment or intimidation based on race, religion, language, gender, sexual orientation, gender identity, gender expression, disability, appearance, or other group status.
* Sexual harassment or intimidation, including unwelcome sexual attention, stalking (physical or virtual), or unsolicited physical contact.
* Yelling at or threatening speakers (verbally or physically).

Speakers are asked to frame discussions as openly and inclusively as possible and to be aware of how language or images may be perceived by others. Participants may – and do – exercise their option to leave a session or a conversation. Exhibitors must follow all ISSLR Exhibits rules and regulations and ISSLR policies.

**All participants are expected to observe these rules and behaviours in all conference venues, including online venues, and conference social events. Participants asked to stop a hostile or harassing behaviour are expected to comply immediately.** Conference participants seek to learn, network and have fun. Please do so responsibly and with respect for the right of others to do likewise.

Please contact Conference Services staff in the ISSLR or hosting body’s Office at conference if you believe you have been harassed or that a harassment problem exists. All such reports will be directed immediately to the Director of Conference Services, who will determine and carry out the appropriate course of action, and who may consult with and engage other ISSLR staff/Board Members as appropriate. Event security and/or local law enforcement may be involved, as appropriate based on the specific circumstances. A follow-up report will be made to individuals who report being harassed.

**To report an incident or problem to ISSLR Conference Management during a Meeting:**

**Other Contact Information:**

**For an emergency:**

**First Aid:**

**Hospital:**

 **Pharmacy:**

**To Call a Taxi**:

**For Wheelchair Accessible Cabs**:

**Hotlines**:

(Taken from The American Library Association)