



Code of Conduct

The Association of Materials & Methods in Paleontology (AMMP) values the diversity of views, expertise, opinions, backgrounds, and experiences reflected within our community and are committed to providing a safe, productive, and welcoming environment for all participants. This Code of Conduct 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 Code of Conduct.

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 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 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

To achieve the purposes of an event in 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 able and welcome to equitably and effectively participate. It is not a violation to express an opinion, raise research, or describe an experience ("articulation") that is at odds with the opinions of or is offensive to others—if the articulation is part of an on-point discussion of the AMMP event topic at hand and is offered in a manner that does not interfere with others' reasonable ability and welcome to participate fully. That means expressing differing positions with respect and consideration for all, 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. (Offering an advance warning of the potential for impact on others is one way to demonstrate such respect and consideration for all.) It also means not making an articulation that is reasonably expected to cause offense gratuitously (i.e., unrelated or unnecessary for the work on that topic). It means not directing the articulation as a personal attack or put-down of an individual, and not dominating the discussion. It further means demonstrating consideration for anyone who appears to be in distress by promptly stopping 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.

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

Consequences

- Anyone requested to stop a behavior by event facilitators is expected to comply immediately.
- Event facilitators 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.