



CSE's Code of Conduct

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CSE at a Glance

- 2018 membership = 803
 - 15% international
 - All career stages
- Volunteer leadership/Board of Directors
- Approximately 400 Annual Meeting attendees
- Webinars, Short Courses on the Road, CSE Book Club, Mentorship program, social media



CSE's Code of Conduct Development Timeline



Scope

- Codifies CSE's commitment to diversity and inclusion, and the values the organization already holds
- Applies to the Annual Meeting and other official events, but does not extend beyond meetings and events
- Applies to all event participants
 - Attendees, speakers, exhibitors, staff, volunteers, and guests
- Applies to online venues, including social media platforms
- Does not override usual emergency reporting (e.g., 911/law enforcement) in the case of immediate threats to safety or illegal actions

Scope

- Addresses all forms of harassment
 - Race, ethnicity, gender, sexual orientation, gender identity and expression, disability, religion, age, appearance, political affiliation....
 - Verbal or written comments; offensive gestures, language, images; intimidation; threats; stalking; unwelcome attention; physical contact; assault....

Where to find the Code of Conduct

- CSE main web site:
<https://www.councilscienceeditors.org/about/code-of-conduct/>
- *Science Editor*: <https://www.csescienceeditor.org/article/cse-meetings-and-events-code-of-conduct/>
- All attendees, including exhibitors and speakers, must acknowledge and agree to the Code of Conduct when registering for the meeting
- Posted at the registration desk at the Annual Meeting
- Referenced in the final Meeting Program

The big question: What is enough, and what is too much?

- Who should receive and investigate incident reports?
- What will we do in the case of a conflict?
- How should false allegations and acts of retaliation be addressed?
- What is the Board's liability?
- Should we establish a timeline for resolution of incidents?
- What sanctions are appropriate/allowed by organizational bylaws?



Have we covered all our bases?



Thank you!

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