

Native American Fish and Wildlife Society

Participants' Code of Conduct

The Native American Fish and Wildlife Society strives to provide a safe, inclusive environment for our participants, members and guests. We honor the teachings of our ancestors and values of our Native American and Alaska Native members, and we expect professional, respectful behavior. We hope to provide an environment that allows for professional, respectful networking, education and exchange of ideas. In order to ensure this, we have established the following guidelines for professional behavior during our events:

- All participants should be treated with respect and consideration, valuing the diversity of views and opinions that may be different than those you hold.
- Communicate with respect for others; critique ideas rather than individuals.
- Avoid personal attacks directed towards conference participants.
- Be mindful of your colleagues and your surroundings.
- Professionalism and respect should be exercised at all time.

UNACCEPTABLE BEHAVIORS:

The following are examples of behavior that will not be tolerated at NAFWS sponsored events, including trainings and conferences:

- Harassment, threats, intimidation or discrimination of any kind or in any form;
- Physical, verbal or sexual abuse;
- Verbal comments related to gender, gender identity, sexual orientation, disability, physical appearance, race, religion, national origin which may reasonably be interpreted as offensive, insulting, or obscene or engaging in any conduct of a stalking or threatening nature directed to any participant or attendee.
- Behavior deemed to be excessively loud and/or disruptive of a meeting or any other event taking place during the event.
- Unlawful conduct or activity of anykind.

Reporting of Inappropriate Behavior:

- If you are the subject of or witness conduct in violation of these guidelines at the NAFWS events please notify a NAFWS staff or Board of Directors member.
- NAFWS will use reasonable efforts to respond and attempt to resolve the matter in a timely manner respectful of the parties and necessary to ensure the continued integrity and quality of the conference.
- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety at our event or in a convention center or hotel where the event is taking place is advised to locate a house phone and ask for security or dial 911.

NAFWS at all times reserves the right, in its sole and reasonable discretion, to have individuals acting in an unprofessional manner or contrary to these guidelines removed from any event taking place, forfeiting any registration and/or fees. The right to prohibit attendance at any future event and/or revocation of NAFWS membership may also apply. Attendance at the NAFWS events is a privilege, not a right. We appreciate your attention to these guidelines and wish you a productive and meaningful experience.