

The Society of Environmental Toxicology and Chemistry (SETAC) provides open, safe forums for the purpose of exchanging ideas and information on the study, analysis, and solution of environmental problems, the management and regulation of natural resources, promotion of scientific research, and the development of strong environmental education.

Members of SETAC are expected to adhere to the highest standards of integrity and professionalism. To ensure a strong and successful organization, SETAC activities require honesty and equity and should reflect well on the Society. In the spirit of promoting Environmental Quality Through Science®, members should strive to be good stewards of environmental resources, and effective and objective contributors to the environmental discussion globally and locally. Professional behavior and integrity are expected of every attendee (members and non-members alike) of SETAC meetings, workshops and activities and all authors of material in SETAC journals, books, or other publications.

Explicit guidance and expectations can be found in the Code of Conduct, the Code of Ethics, and our Publishing Policies.

### Code of Conduct

Each member and all persons participating in SETAC meetings and activities are bound by this Code of Conduct and should:

- Avoid inappropriate and discriminatory actions. The diversity of human cultures, races, religions, ethnicities, nationalities, sexual orientations, gender expressions, gender identities, marital statuses, political affiliations, visible and unseen disabilities, employers, levels of employment, and educational backgrounds bring unique perspectives to our organization. Discrimination based on any of these, or other less apparent differences, will not be tolerated; show respect to colleagues, staff, and meeting vendors.
- Be professional. Refrain from using insulting, harassing, or otherwise offensive language in SETAC interactions. Disruptive, harassing, or inappropriate behavior towards other scientists, meeting attendees, staff, or vendors will not be tolerated.
- Conduct themselves responsibly, objectively, and with integrity (see Code of Ethics), in an objective, lawful manner.
- Refrain from representing themselves as spokespersons for SETAC without the express authorization by the Global Executive Director of SETAC, the SWC President or an appropriate SWC delegate.
- Respect personal boundaries. Boundaries set by others must be observed. Harassment of any kind, including unwelcome sexual advances and requests for

sexual favors, sexually graphic statements, or any other verbal or physical abuse will not be tolerated.

#### Reporting Harassment or other violations

Individuals who become aware of breaches of this SETAC Code of Conduct and its practices are encouraged to communicate potential violations to the SETAC Global Executive Director, the President of SETAC, or an appropriate SWC delegate, who will evaluate the misconduct and determine appropriate actions. If an individual experiences or witnesses harassment at a SETAC conference, workshop, or meeting, they should contact a SETAC staff member at the registration desk, or use a venue phone and ask for security if they feel unsafe. All complaints will be treated seriously and responded to promptly.

- Complainants will not be expected to discuss the incident with the offending party. Their confidentiality will be maintained to the extent that it does not compromise the rights of others.
- An appointed SETAC staff member will discuss the details first with the individual filing the complaint, then with the alleged offender; seek counsel if the appropriate course of action is unclear; and report findings to the SETAC Executive Director.
- The individual filing the complaint will be consulted prior to any action.
- SETAC reserves the right to remove an individual from the event without warning or refund, prohibit attendance at future SETAC meetings, workshops, or other SETAC sponsored events, and notify the individual's employer.
- Retaliation for reporting harassment is also a violation of this policy, as is reporting an incident in bad faith.