

The North American Duck Symposium Board of Directors is committed to providing a safe, hospitable, and productive environment for everyone participating in the 9th meeting (Ducks9) held in Portland Oregon regardless of gender, race, ethnic origin, nationality, religion, age, marital status, sexual orientation, gender identity, disabilities, or physical appearance. Effective communication requires that we treat each other with respect and courtesy in face-to-face, written, and electronic interactions and that we respect the intellectual property of our colleagues. The Ducks9 meeting Code of Professional Conduct is intended to 1) advance the mission of the symposium through the open, respectful, and honest communication of research and exchange of ideas, 2) ensure equality of opportunity and treatment for all participants in this meeting, 3) provide appropriate accessibility of accurate and reliable information to colleagues, policy makers, and the public and, 4) encourage the effective and ethical professional development of researchers. We represent the field of waterfowl ecology and conservation; thus, it is imperative that we behave as professionals to each other, society, employees, and meeting participants, volunteers, sponsors, and venue staff. This code applies to all venues during the conference, including but not limited to the conference facilities, informal social gatherings, written communication, and social media.

All meeting attendees should feel welcome and have opportunities to engage in open discussions free of discrimination, harassment, and retaliation. Harassment will not be tolerated in any form. Harassment includes offensive gestures or verbal comments communicated directly or through social media, deliberate intimidation, stalking, following, unwanted photography, video or audio recording, sustained disruption of talks or other events, inappropriate physical contact, and any unwelcome attention. Participants asked to stop harassing behavior are expected to comply immediately.

Reporting an Incident: Any individual who is aware of breaches of this Code should contact a member of the local steering committee or member of the meeting Code of Conduct Committee. The person reporting, who may be a complainant or witness and may or may not be a meeting registrant, is not required or expected to discuss the concern with the alleged offender. All complaints will be treated seriously and reviewed promptly by the meeting Code of Conduct Committee, who will discuss the report and make recommendations to the North American Duck Symposium Board of Directors (Board) for action. Confidentiality will be honored to the extent permitted, as long as the rights of others are not compromised.

Disciplinary Action: Individuals found to have engaged in behavior prohibited by this policy, as well as those making allegations of a breach of Code in bad faith, will be subject to disciplinary action. The Board may take any action they deem appropriate, ranging from a written warning or ejection/prohibition from the specific activity in question (e.g. annual meeting, workshop,

publication, etc.), to reporting of the behavior to the accused's employer or the police. Depending on the severity of the accused offense, further disciplinary action may be considered, including prohibition from participating in future meetings, publications, awards, or other programs administered by the North American Duck Symposium Board of Directors.

Retaliation Is Prohibited: The North American Duck Symposium Board of Directors will not tolerate any form of retaliation against individuals who file a complaint or assist in an investigation. Retaliation is a serious violation of this policy and, like any breach of the Code itself, will be subject to disciplinary action.

Questions & Appeals: Any questions regarding this policy should be directed to the local meeting organizers, as specified in the Meeting Program. If an individual involved in any reported incident is dissatisfied with the disciplinary action, they may appeal the decision to the Board.

Code of Conduct Committee for Ducks9

Chris Williams
Univ. of Delaware
Member North American Duck Symposium Board of Directors

Susan Felege
Univ. of North Dakota

Anne Mini
Lower Mississippi Valley Joint Venture

Mike Brasher
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