

## **Aquatic Plant Management Society Code of Conduct**

### **Adopted by the Board of Directors - July 15, 2024**

The Aquatic Plant Management Society (APMS) is committed to promoting a welcoming environment while fulfilling our mission of providing a forum for members to share interdisciplinary information related to the identification, management, and control of aquatic plants and algae. All APMS operations, interactions, and gatherings will provide fostering environments that are safe, collaborative, supportive, and productive for all members and attendees, including sponsors, exhibitors, guests of members, invited speakers, students, guests, and members of the media. We intend to conduct business in a fair, honest, and ethical manner that values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among our membership and all conference and event attendees.

All attendees, speakers, sponsors, guests, and volunteers at our conference are required to abide by the following Code of Conduct. APMS leadership is always available for those that need to report an incident or concern. We expect cooperation from all participants to help ensure a safe, welcoming, and inclusive environment for everyone. This Code of Conduct is not intended to be a comprehensive rulebook and cannot address every situation. Always use good judgment and treat others with dignity and respect.

#### **Expected Behavior**

- Treat everyone with respect.
- Communicate openly and thoughtfully and be considerate of varying views, opinions, levels of experience, and backgrounds.
- Be respectful in your critique of ideas and avoid personal attacks directed toward other attendees, participants, APMS staff, sponsors, and vendors.
- Respect the rules and policies of the symposium venue, hotels, APMS contracted facilities, or any other venue.
- Be mindful of your surroundings and fellow participants. Alert an APMS board member or designated contact person if you notice unacceptable or offensive behavior, a dangerous situation, or someone in distress.

## Unacceptable Behavior

- Harassment and intimidation, including any verbal, written, or physical conduct designed to threaten, intimidate, or coerce another attendee, speaker, volunteer, student, exhibitor, APMS board member, service provider, or other meeting guests.
- Discrimination based on sex, pregnancy, gender, gender identity, gender expression, sexual orientation, age, disability, physical appearance, body size, race, religion, national origin, culture, or any other protected characteristic under federal, state, or local laws.
- Physical or verbal abuse of any attendee, speaker, volunteer, student, exhibitor, APMS board member, service provider, or other meeting guest.
- Alcohol consumption that leads to observable intoxication.
- Examples of unacceptable behavior also include but are not limited to: inappropriate use of nudity and / or sexual images in public spaces or in presentations; threatening or stalking any APMS meeting participant; or sexually harassing any APMS meeting participant or guest.
- Disruption of talks at oral or poster sessions, in the exhibit hall, or at other events organized by APMS at the meeting venue, hotels, or other APMS contracted facilities is not allowed.
- Retaliation against a person who, in good faith, reports a violation of the Code of Conduct.

## Consequences

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- The APMS Board (or their designee) or security may take any action deemed necessary and appropriate, including; employer notification, immediate removal from the meeting without warning, and without conference or event fee reimbursement.
- APMS reserves the right to cancel membership and prohibit attendance at any future meetings.

## Reporting Unacceptable Behavior

- If you are the subject of unacceptable behavior or have witnessed any such behavior, please immediately notify an APMS board member, or by sending a detailed account of the incident to [conduct@apms.org](mailto:conduct@apms.org). Reports will be handled anonymously
- Reports should be submitted by using the designated email, but can also be made by direct report to an APMS board member, organizer, or other designated contact person on-site, or by completing the complaint form available online.
- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety at any APMS-sponsored event is advised to either tell a security guard or locate a house phone and ask for security.
- Reporting should never be done via social media.

## Administration

- Any reports of unacceptable behavior will be handled on a case-by-case basis by two or more of the designated contact persons.
- The Code of Conduct, including contact information for the designated contact persons, will be made available to all members and conference attendees as follows: inserted into the conference program, posted to the APMS website, shared at meeting registration desks, announced in the opening meeting session, and included in the APMS Strategic Plan.
- APMS Board Members and designated contact persons will be introduced at the beginning of the conference and will make every effort to be visible and available to attendees at the meetings.
- The list of designated contact persons will be updated annually prior to publication in the conference program.

This Code of Conduct is not a contract. APMS reserves the right to amend or supplement this Code of Conduct without prior notice, at any time.

Code of Conduct adapted from the [Western Aquatic Plant Management Society \(WAPMS\)](#), [North American Lake Management Society \(NALMS\)](#), [Society for Conservation Biology \(SCB\)](#), and [Ecological Society of America \(ESA\)](#).