

Code of Conduct

Analytical Paleobiology Workshop 2023

The 2023 Analytical Paleobiology Workshop is dedicated to providing a welcoming and supportive environment for all, regardless of background or identity. By participating in the workshop, students, instructors and associated staff (hereafter 'participants') accept to abide by this Code of Conduct and accept the procedures by which any Code of Conduct incidents are resolved. The Code of Conduct applies to all spaces managed by or affiliated with the workshop, including, but not limited to, teaching sessions, social events, email lists, and online/virtual forums such as GitHub or Twitter.

All participants are expected to behave in a courteous, collegial and respectful fashion, and must show respect for the private and intellectual property of other participants. Disrespectful behaviour or behaviour that excludes, intimidates, or causes discomfort to others will not be tolerated. Discrimination or harassment of any kind will not be tolerated, including, but not limited to, discrimination or harassment based gender identity and expression, sexual orientation, disability, physical appearance, citizenship, nationality, ethnic or social origin, religion or belief, age, education, socio-economic status, and experience level.

Examples of courteous, collegial and respectful behaviour:

- Using welcoming and inclusive language
- Being respectful of different viewpoints and experiences
- Gracefully accepting constructive criticism
- Focusing on what is best for the community
- Showing courtesy and respect towards other participants

Examples of unacceptable behaviour:

- Sustained disruption of talks, events or communications
- Harassment in any form, including sexual harassment, denigrating jokes, stereotyping, or a recurring pattern of microinvalidations, microassaults, microaggressions, and microinsults
- Written or verbal comments which have the effect of excluding people on the basis of membership of any specific group
- Causing someone to fear for their safety, such as through stalking or intimidation
- The display of sexual or violent images
- Nonconsensual or unwelcome physical contact or sexual attention
- Continuing to initiate interaction with someone after being asked to stop

Reporting unacceptable behaviour:

If you are the subject of unacceptable behaviour or have witnessed any behaviour that violates the Code of Conduct, we ask that you report it. This can be done by (1) speaking in confidence to any member of the Code of Conduct committee (Barbara Seuß, Adam Kocsis, or Emma

Dunne), (2) by emailing Emma Dunne (emma.dunne@fau.de) or any other member of the Code of Conduct Committee, or via the [anonymous reporting form](#). All reports will be kept in the strictest confidence with details shared only with the Code of Conduct committee members. Once a report is received, the committee will review the incident and determine the appropriate course of action, which may include, but is not limited to:

- a. A mandatory conversation with the individual to identify to them their unacceptable behaviour
- b. Removal of the individual from the workshop
- c. Filing a report with the individual's home institution

In the case that a committee member is involved in a report, the member will be asked to excuse themselves from ongoing conversations. All violations of the Code of Conduct will be reported to both the local organising committee and the general Analytical Paleobiology Workshop organising committee.

This document draws from [The Paleontological Society's Policy on Non-discrimination and Member Code of Conduct](#) and the PaleoSynthesis Big Questions in Paleontology Code of Conduct (compiled by Jansen Smith). It is consistent with the [Palaeontological Association's Code of Conduct](#) and several inclusions are based on content from [The Carpentries Code of Conduct](#).