

International Association for Plant Taxonomy (IAPT) Code of Conduct

Adopted 14 August, 2019

Objectives:

- To guide all IAPT members, and participants in IAPT-sponsored events, on the standards of conduct required.
- To define breaches of conduct and describe the consequences of breaches of conduct.
- To bring together all relevant policy principles, and provide a working guide on expected conduct for IAPT members, and participants in IAPT-sponsored events.

Summary:

IAPT's Code of Conduct reflects our determination to create a welcoming culture and atmosphere in which we set high standards for the IAPT and acknowledge that we all benefit from an Association that provides an inclusive and productive environment, fosters open dialogue and exchange of ideas, is free from harassment and discrimination, and where everyone feels safe all the time. This Code of Conduct also ensures that IAPT operates efficiently and effectively and that its members and event participants are treated fairly and equitably.

Applicability:

This Code of Conduct applies to all members of IAPT and participants of IAPT-arranged activities (including all events, forums, and communications, in real life or virtual, and in real time or not).

Key Principles:

All individuals associated with IAPT globally, including officers, Council members, staff, Association members, and all participants at IAPT-sponsored activities, are expected to act legally, honestly, ethically, professionally, respectfully, and in good faith at all times, in alignment with our shared values and in a manner which protects the best interests and good reputation of IAPT in all activities.

IAPT members and participants of IAPT-sponsored activities must:

- Take care and responsibility to uphold the reputation of IAPT and not engage in activities that could bring IAPT into disrepute.
- Interact with all persons in a fair, polite, and open manner without discrimination.
- Be considerate of everyone's privacy and human rights.
- Treat others with respect and behave in a courteous, professional and collegial manner.
- Recognise that IAPT does not tolerate any form of bullying, harassment or discrimination and avoid behaviours which may be perceived by others as bullying, harassment or discrimination.
- Comply with all relevant professional codes of ethics.

Guidelines:

IAPT's experience has been that the great majority of its members, and participants at IAPT-sponsored events, conduct themselves reasonably. Minor problems can usually be solved without the need for formal discipline. Initially, problems are handled with the expectation that everyone will do their best to resolve an issue once it is reported and that some difficulties can be dealt with informally. However, formal disciplinary action will be undertaken if necessary where breaches of conduct occur.

Unacceptable and reportable behaviour includes (but is not limited to):

- Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions
- Verbal or written comments or images with harmful or prejudicial content related to gender, sexual orientation, race, ethnicity, nationality, political affiliation, religion, disability, age, appearance, or other personal characteristics
- Inappropriate or gratuitous use of nudity, sexual images, or stereotyped images in public spaces
- Intimidation, stalking or following (including online)
- Loud outbursts or sustained disruption of talks or at other events
- Unwelcome and uninvited attention or physical contact, including touch or groping
- The real or implied threat of physical harm
- The real or implied threat of professional or financial damage or harm
- Being impaired by alcohol or non-prescription drugs while at IAPT-sponsored events.
- Breaching relevant professional codes of ethics.
- Conduct that may bring IAPT into disrepute.
- Retaliation for reporting misconduct.
- Any communications (including on social media) that could be perceived as shaming or threatening someone for any reason including reporting misconduct.
- Falsely reporting misconduct.

IAPT Council reserves the right to enforce this code of conduct in any manner deemed appropriate. Anyone violating this code of conduct may be:

- Warned to cease the unacceptable behaviour and that any reports of further misconduct will result in more serious sanctions
- Expelled from a meeting, the Council or committee
- Prohibited from attending future meetings indefinitely or for a given period of time
- Removed from IAPT membership

Other sanctions might also be imposed as the Council see fit.

Reporting a Code Violation

If you are being subjected to, or notice that someone else is being subjected to behaviour that violates this Code of Conduct, please contact one or more of the following officers: President,

Vice President, or Past President (“Presidents”). All complaints will be treated seriously and responded to promptly. IAPT will keep the complaint and the processing of the complaint confidential.

If possible, provide the following information, preferably in writing with as many details as possible:

- Identifying information about the participant/s involved in the incident or breach
- The behaviour that was in violation of this Code
- The approximate time and place of the incident or breach
- The circumstances surrounding the incident or breach
- Other people involved in or who witnessed the incident or breach

Process for Investigating a Code Violation

After a code violation has been reported, the Presidents will appoint an independent Code of Conduct Committee to investigate whether the behaviour was in violation of this Code. The investigation may include interviewing potential witnesses to the behaviour and others who might have important information. The Code of Conduct Committee will provide a report to the Presidents with an assessment of whether the reported behaviour or actions are a breach of this Code of Conduct. The Presidents will evaluate the report and develop recommendations for actions to be taken. The report and the Presidents’ recommendations will be sent to the Council for discussion, including the opportunity to raise alternative recommendations for actions, and a final vote. The Council will convey its findings and vote to the individual/s accused of violating the Code of Conduct, to anyone involved in imposing sanctions, to the person(s) who filed the complaint, and to any other person(s) who directly experienced the inappropriate behaviour (if applicable). The final decision by the Council will be available to anyone who inquires about it, to increase transparency and to show that the Code was followed by IAPT.

Addressing Grievances

If you feel you have been falsely or unfairly accused of violating this Code of Conduct you should notify the President, Vice President, and/or Past President with a concise description of your grievance. Your grievance will be handled promptly by the same process outlined above.