



## Code of Conduct

### New Zealand's Biological Heritage National Science Challenge

#### Ngā Koiora Tuku Iko

As a National Science Challenge, we're comprised of people from diverse backgrounds, organisations, and lived experiences. We're committed to the open exchange of ideas, freedom of thought and expression, and respectful debate.

These require a community and an environment that recognises the inherent worth of every person and group, that fosters inclusion, dignity, understanding, mutual respect, and embraces diversity. [See our values.](#)

The BioHeritage Challenge is dedicated to providing an harassment-free experience for everyone engaging with BioHeritage and our communities, regardless of gender, sexual orientation, disability, physical appearance, race, ethnicity, political affiliation, nationality, language, or religion – and not limited to these aspects.

We are a collaborative research community dedicated to cooperation, civility, and respect, and do not tolerate harassment in any form.

Sexual or discriminatory language or imagery is not appropriate for any conference or event venue, including talks, workshops, social events, and other BioHeritage-supported, sponsored, or organised events. Participants at a BioHeritage Challenge event violating these rules may be sanctioned or expelled at the discretion of the organisers or the BioHeritage Senior Leadership Group.

Harassment and hostile behaviour are not welcome at the BioHeritage Challenge. This includes speech or behaviour (including in public presentations and on-line discourse) that intimidates, creates discomfort, or interferes with a person's participation or opportunity for participation in the community or event. The BioHeritage Challenge aims to be an environment where harassment in any form does not take place, including but not limited to harassment based on race, gender, religion, age, colour, national origin, ancestry, disability, socioeconomic status, sexual orientation, or gender identity.



Harassment includes but is not limited to: verbal comments that reinforce social structures of domination (related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion, etc); sexual images in public spaces; deliberate intimidation, stalking, or following; harassing photography or recording; sustained disruption of talks or other events; inappropriate physical contact; unwelcome sexual attention; and advocating for or encouraging any of the above behaviour.

**Participants or members asked to stop any harassing behaviour are expected to comply immediately.**

## Implementation

It is the responsibility of the BioHeritage Challenge community as a whole to promote an inclusive and positive environment for our scholarly activities. If you are being harassed, notice that someone else is being harassed ([active bystander principle](#)), or have any other concerns, please contact a member of the BioHeritage Challenge Senior Leadership Group, or, where appropriate, a member of the local event staff or event organisers.

We value your, and everyone's, participation in the BioHeritage community and at BioHeritage Challenge events. Your support will help keep our community and our events a safe, welcoming, and friendly space for all fellow participants!

## Protocol for conflict resolution

### *Report*

1. If you are being harassed, notice that someone else is being harassed ([active bystander principle](#)), or have any other concerns, please immediately contact a local event organiser, a BioHeritage Challenge member you trust, or a BioHeritage Challenge Senior Leadership Group member.

### *Escalate*

2. If you are at a meeting or other event, find an event organiser or a member of the BioHeritage Challenge Senior Leadership Group. They will assist you. These parties will help participants contact hotel/venue security or local law enforcement, provide



escorts, or otherwise assist those experiencing harassment and will help them to feel safe for the duration of the event.

3. If you have been harassed via email or social media, you may send emails or screenshots to [comms@bioheritage.nz](mailto:comms@bioheritage.nz)

### *Resolve*

4. The BioHeritage Challenge Senior Leadership Group will require anyone engaging in harassing behaviour to cease immediately or face expulsion or other sanctions.
5. Those sanctions can include reporting to the individual's organisation and supporting the victim in making informal or formal complaints via that organisation's processes.
6. If an incident results in corrective action, the BioHeritage Challenge will support those harmed by the incident, both publicly (where appropriate) and privately.
7. If an individual attempting to help a victim of harassment encounters issues following this anti-harassment policy and protocol, they are encouraged to engage with the BioHeritage community and Senior Leadership Group about these issues and needed clarifications or revisions. This will result in revision of policy or protocol to appropriately ensure a safe and welcoming community in which harassment is not tolerated.