



## Harassment and Reporting of Conference Materials

### ICAR2019

The Multinational Arabidopsis Steering Committee (MASC) and the organisers of ICAR2019 are committed to ensuring that ICAR conferences are a welcoming and inclusive space for sharing of ideas, knowledge exchange and for developing collaborative opportunities for everyone who attends.

To this end, ICAR2019 will provide a safe and productive environment that promotes equal opportunity and treatment for all participants and that is free of harassment and discrimination. This code of conduct applies to all registered attendees, speakers, exhibitors, staff, contractors, volunteers, and guests; and it applies both within the ICAR2019 conference venue and in associated events and locations where ICAR2019 conference delegates are present.

### Harassment

#### What is Harassment?

All forms of harassment, physical, mental, or otherwise and intimidation are prohibited.

Among the behaviors that will not be tolerated are the following:

- Speech that is not welcome or that is personally offensive, whether it is based on ethnicity, race, gender, age, body size, disability, veteran status, marital status, sexual orientation, gender identity, or any other reason unrelated to scientific merit. Any scientific disagreements must be conducted in a calm, respectful manner.
- Deliberate intimidation, stalking, following, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome attention.

Behavior that is acceptable to one person may not be acceptable to another, so we ask that you use discretion to be sure that respect is communicated. Harassment intended in a joking manner nevertheless constitutes unacceptable behavior. Retaliation for reporting harassment is also a violation of this policy, as is reporting an incident in bad faith.

### Reporting Harassment

Any harassment, whether experienced **directly or witnessed**, should be reported promptly to a members of the ICAR2019 organising committee (as outlined in the



conference programme) or to members of the attending MASC executive, Nicholas Provar ( [nicholas.provar@utoronto.ca](mailto:nicholas.provar@utoronto.ca) ) or Geraint Parry ( [Geraint@garnetcommunity.org.uk](mailto:Geraint@garnetcommunity.org.uk) ).

If you are unable to locate these individuals then ask at meeting registration and you will be offered assistance in locating one of these individuals.

If the situation feels or seems imminently unsafe, please approach a member of the conference venue security team either in person or using a conference venue phone. All complaints will be taken seriously and responded to as promptly as possible by members of the ICAR2019 organizing committee and representatives of MASC. Confidentiality will be maintained to the extent that it does not compromise the rights of others.

### **What We Will Do**

Once we have received a harassment complaint, MASC and the ICAR2019 organisers will promptly:

- Meet privately with the complainant to discuss the details of the situation they encountered. This initial meeting will determine whether additional action is required.
- Meet with the alleged offender, outlining the nature of the complaint and asking for a response.
- Members of the ICAR2019 organizing committee and MASC representatives will then meet to decide upon the course of action
- Consult with both complainant and alleged offender before taking any action.
- If appropriate inform the appropriate authorities and take legal counsel

The organisers of ICAR2019 and MASC reserve the right to remove an individual from the conference without warning or refund, prohibit attendance at future conferences, and notify the individual's employer.

For any questions about the policy, please contact the representatives of MASC . Nicholas Provar, Siobhan Brady and Geraint Parry ( [nicholas.provar@utoronto.ca](mailto:nicholas.provar@utoronto.ca) , [sbrady@ucdavis.edu](mailto:sbrady@ucdavis.edu) , [Geraint@garnetcommunity.org.uk](mailto:Geraint@garnetcommunity.org.uk) ).



## **Video/Photography of presentations**

An important aspect of ICAR2019 is to promote a supportive atmosphere in which delegates can present their unpublished findings without fear of the inappropriate sharing of the experimental details of their work.

- > We **encourage** delegates to report and describe conference findings using twitter, Wechat or other forms of social media using the #ICAR2019 hashtag.
- > The sharing over social media of unpublished data slides or images that are presented in talks or posters is **prohibited** unless following the express permission of the presenter.
- > If you are uncertain as to whether presented data is unpublished **do not share** it until you have verified this with the presenter.
- > If you are uncomfortable with the inappropriate sharing of unpublished data then please inform the ICAR2019 conference organisers or MASC representatives who will approach the person who has shared the information, asking them to remove the posts and desist from this type of activity.
- > If you are uncomfortable with other delegates taking pictures of your slides or your poster then the organisers support your right to ask them to stop either directly during your presentation or at other times during the conference. Please contact the organisers if you would like them to approach another delegate on your behalf.
- > If this type of activity persists the organisers of ICAR2019 reserve the right to remove an individual from the conference without warning or refund as described above.