

Code of Conduct for the International Society of Hymenopterists

Purpose

The International Society of Hymenopterists (ISH) strives to be inclusive of the largest number of contributors, representing diverse backgrounds. We are committed to providing a friendly, safe, and welcoming environment that allows all members to participate in the society to the fullest extent, regardless of gender, sexual orientation, ability, ethnicity, socioeconomic status, and religion.

1. Breadth of code of conduct

This Code of Conduct policy outlines our expectations for all those who participate at ISH functions. These are defined as ISH organized business meetings, academic sessions, and social events, both virtual and physical. ISH functions include meetings organized exclusively by ISH (such as the International Congress meetings) and meetings organized by other organizations that feature ISH sections (such as the Entomological Society of America), hereafter referred to as ISH functions. Social events are considered a part of ISH functions and include events organized by the ISH Executive Committee *and* events organized unofficially by ISH members, such as student events and other impromptu social events.

2. General guidelines

- 2.1. Expected behaviour: We expect all participants at ISH functions (attendees, members, vendors, exhibitors, contractors, staff, venue staff, and guests) to abide by this Code of Conduct in all venues and activities at ISH functions, including ancillary events and official and unofficial social gatherings.
 - Exercise consideration and respect in your speech and actions
 - Refrain from demeaning, discriminatory, or harassing behavior and speech
 - Alert an ISH Executive Committee member if you notice a dangerous situation, someone in distress, or violations of this Code of Conduct.
- 2.2. Breaches of the Code of Conduct
 - Intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant at ISH functions, at all related events, and in one-on-one communications carried out in the context of ISH. ISH event venues may be shared with members of the public; please be respectful to all patrons of these locations.
 - Harmful intent or prejudicial verbal/written comments/visual images related to gender, sexual orientation, race, religion, disability, age, appearance, or other personal characteristics;

- Inappropriate use of nudity and/or sexual images in public (including presentation slides);
- Deliberate intimidation, stalking, or following;
- Harassing photography or recording;
- Sustained disruption of talks or other events;
- Unwelcome and uninvited attention or contact;
- Real or implied threat of physical harm;
- Real or implied threat of professional or financial damage or harm;
- Retaliation for reporting harassment is a violation of the Code of Conduct policy.
- Reporting harassment in bad faith is a violation of the Code of Conduct policy.

2.3. Personal responsibilities

- All participants are expected to uphold this Code of Conduct.
- Be careful in the words that you choose. Harassment committed in a joking manner still constitutes unacceptable behavior. Remember that sexist, racist, and other exclusionary jokes can be alienating and/or offensive to those around you.
- Members should report if they witness unacceptable behavior.
- ISH Executive Committee members have a duty to respond appropriately to all reports and incidents.

3. Reporting incidents:

3.1. Recognizing a crisis situation or an incident of concern

- A crisis may include immediate threats to safety or significant emotional distress.
- Warning signs may include someone being visibly upset, followed, or verbally harassed.
- All members should be aware of their surroundings and take note of concerning behaviors.
- All complaints will be treated seriously and responded to promptly. If your safety is threatened, please contact venue security (if available) or local police.
- If needed or requested at an event organised by ISH, the ISH Executive will help participants contact venue security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the ISH function.

3.2. Filing a report

- Reports should be made to a member of the ISH Executive Committee
- Reports may be made in person, by email, or via the incident reporting form (see Section 5.2).

3.3. Protections, consequences, and grievances

- All reports are confidential and will be shared only with appropriate ISH officers.

- If a participant engages in unacceptable behavior, the ISH Executive Committee reserves the right to take action that the ISH Executive Committee deems appropriate.
- For unacceptable behaviors that may be criminal in nature, the ISH Executive Committee reserves the right to inform local police and the individual's employer of the incident.
- The ISH Executive Committee reserves the right to remove an individual from ISH functions without warning or refund, and to prohibit an individual from attendance at future ISH functions.
- Individuals who feel falsely accused may file a grievance with the Executive Committee using the Grievance Report Form (see 5.3).

Policy on liability

- ISH shall not be responsible for defamatory, offensive, or illegal conduct by participants.
- ISH denies liability for personal injury, property damage, theft, or any damages incurred in connection with ISH events.
- By participating, members acknowledge and accept this disclaimer.

5. Supplementary documents

5.1 Roadmap for addressing a crisis situation (below)

5.2 Incident Report Form (available on the ISH website)

5.3 Grievance Report Form (available on the ISH website)

Code of Conduct updated: 10 September 2025

This roadmap outlines the essential steps to follow if a crisis or incident of concern occurs at an ISH function.

1. Ensure Immediate Safety

- Call emergency services or venue security if anyone is in danger.
 - Prioritize the safety of yourself and others.
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2. Document Key Details

- Note: time, location, individuals involved, and what occurred.
 - Identify any witnesses.
 - Only collect information if safe and appropriate.
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3. Contact ISH Representatives

- Report to a member of the ISH Executive Committee or a designated ombudsperson.
 - Contact information is available on the ISH Officers page.
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4. Submit an Incident Report

- Complete and submit the Incident Report Form (see Section 5.2).
 - Reports may be submitted in person or electronically.
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5. Response and Support

- ISH representatives will assess the situation and offer support (e.g., escorts, safe space).
 - All reports are handled confidentially and sensitively.
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6. Follow-up

- The ISH Executive Committee will investigate and determine next steps.
- Possible actions include removal from the event or contacting authorities.
- Retaliation against reporters is prohibited.