The FIA Science Stakeholder Meeting is a scientific and technical exchange event intended for networking and collaboration within the natural resource community.

We value the participation of each member and want all participants to have an enjoyable and fulfilling experience. Accordingly, all participants are expected to show respect and courtesy to other attendees throughout all events hosted in the FIA Science Stakeholder Meeting space.

To make clear what is expected, all attendees, speakers, and organizers at any event in FIA Science Stakeholder Meeting space are required to conform to the following Code of Conduct. Organizers will enforce this code throughout the event.

**Photography and Social Media**

Participants cannot photograph, screenshot, screen record, capture, or otherwise share or post images or presentation data, whether for their own use or for sharing of any kind, without a presenter’s expressed written permission. All presentations are considered privileged and should not be photographed or shared, unless noted within a presentation by the presenter.

**Safety and Harassment**

The FIA Science Stakeholder Meeting is dedicated to providing a positive and harassment-free event experience for everyone, regardless of ethnicity, race, gender, gender identity and expression, sexual orientation, disability, personal appearance, body size, age, religion, nationality, or level of experience. We do not tolerate harassment or intimidation of event participants in any form, nor do we tolerate any behavior that would reasonably lead to another event participant being made to feel unsafe, insecure, or frightened for their physical or emotional well-being. All communication, verbal or written, should be appropriate for a professional audience including people of many different backgrounds.

Expected behavior includes:

- Treating one another with respect
- Using welcoming and inclusive language
- Valuing differing viewpoints and experiences
- Assuming positive intent
- Gracefully accepting constructive criticism
- Focusing on what is best for everyone at the event
• Showing empathy towards other participants
• Honor participants time

Unacceptable behavior includes:

• The use of sexualized language or imagery, or inappropriate physical contact, sexual or unwanted attention, or advances
• Harassment, intimidation, or discrimination of any kind, even in a joking or ironic manner
• Trolling, insulting or derogatory comments or gestures, personal or political attacks, or sustained disruption of talks or other events
• Online harassment, including spamming online discussion boards, chats, question sections, or social media by saying or reposting the same word/content repeatedly in order to disrupt the conversation
• Deliberate intimidation, stalking/cyber-stalking, following, or harassing photography or recording
• Other conduct which could reasonably be considered inappropriate in a professional setting

Be kind to others. Do not insult or put down other attendees. Behave professionally. Remember that harassment and sexist, racist, or exclusionary jokes are not appropriate at this event.

**Reporting an Incident**

If you are being harassed, notice that someone else is being harassed, or have any other concerns about unacceptable behavior, please contact the organizers by email ([SM.FS.fia_science@usda.gov](mailto:SM.FS.fia_science@usda.gov)), or speak to one of the FIA Science Stakeholder Meeting organizers, FIA Program Managers, or the National Program Lead.

We value your attendance.

Each event guest is entirely responsible for their own actions.

Thank you for helping to make this a welcoming, friendly space for all.