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# Groundfish Plan Team Meeting

November 2023



# Standards of Conduct

- Plan Team members are expected to maintain a high standard of conduct and act in a professional and courteous manner during Plan Team meetings.
- **The Plan Teams are committed to providing all participants a safe, productive, inclusive, and welcoming environment. Harassment, intimidation, or discrimination of any kind will not be tolerated at Plan Team meetings. Anyone who violates the standards of professional and respectful conduct may be asked to leave.**



# Expected Behavior

- Be considerate, respectful, and collaborative
- Encourage and value diverse viewpoints and opinions
- Communicate openly and with kindness, critique ideas rather than individuals, and gracefully accept feedback
- Use language that is inclusive and welcoming regardless of background, title, or experience level
- Be direct but professional when sharing disagreements or criticisms
- Acknowledge the contributions of others
- Be mindful of your surroundings and proactive in your inclusion of fellow participants
- Respect meeting organizers and session chairs by helping to keep the meeting organized and on schedule



# Unacceptable behavior

- ‘Talking over’ or ‘heckling’ speakers
- Harassment or discrimination in any form including but not limited to those related to age, gender and gender identity, sexual orientation, disability, physical appearance, body size, race, religion or other elements of social identity
- Physical or verbal abuse, bullying, intimidation, stalking, or shaming
- Personal attacks directed at other guests, members, participants, etc.
- Unwelcome sexual attention or advances
- Retaliation for reporting harassment
- Reporting an incident in bad faith
- Other conduct which could reasonably be considered inappropriate in a professional setting



# Consequences & Reporting

Anyone requested to stop unacceptable behavior is expected to comply immediately. Meeting organizers may take action deemed necessary and appropriate, including immediate removal from the meeting. Notification of an infraction may be made to the offender's supervisory chain when appropriate.

If you are the subject of unacceptable behavior or have witnessed any such behavior, please immediately notify Plan Team coordinators.

