

## **Comparative Cognition Society (CCS) Meetings Code of Conduct**

The purpose of this code is to promote a welcoming conference environment that is safe, collaborative, supportive, and productive for all society members and conference participants. We expect our Code of Conduct to be honored by everyone participating in the CCS community, formally or informally, and anyone who is affiliated with CCS. This Code of Conduct applies to all activities in the context of CCS meetings, including the annual meeting, social events, and virtual and private spaces related to the meeting. This code is a living document and we ask community members to adhere to it as much in spirit as in letter.

### **Comparative Cognition Society Diversity Statement**

We value diversity, equity, and inclusion as core strengths and essential elements of our mission to engage in research, teaching, and service in comparative cognition, broadly conceived. We are committed to broadening interactions among students, faculty, and the public that allow us to learn from our differences. We recognize and seek to address structural inequities in science which disproportionately burdens specific groups that are represented by (but not limited to): Indigenous peoples, race, ethnicity, national origin, sex, gender identity and expression, sexual orientation, disability, socio-economic status, age, and religion. We seek to take action to engage in scientific enterprises and associated discoveries that are enhanced by our commitment to diversity, equity, and inclusivity.

### **Expected Behavior**

- All participants, attendees, and the public are treated with respect, valuing a diversity of views and opinions.
- Critique ideas rather than individuals. There is no justification for personal attacks.
- Attendees will be at different points in their careers. It is important to support students and early career attendees, even in cases where you may have differences of opinion.
- Members are expected to engage with early career colleagues in a respectful manner.

### **Unacceptable Behavior**

- Harassment, intimidation or discrimination in any form is not tolerated.
- Physical, verbal, or written abuse of any attendee, speaker, volunteer, exhibitor, CCS member, service provider or other meeting guest is not tolerated.
- Examples of unacceptable behavior include, but are not limited to:
  - Verbal comments related to gender, sexual orientation, disability, physical appearance, age, body size, race, religion, national origin.
  - Inappropriate use of nudity and/or sexual images in public spaces or in presentations.
  - Threatening, stalking, or trolling any attendee, speaker, volunteer, exhibitor, CCS member, service provider or other meeting guest.

- Disruption of talks at presentations or poster sessions, in the exhibit hall or at other events organized by CCS at the meeting venue, hotels, or other CCS contracted facilities is not tolerated.

### **Reporting Unacceptable Behavior**

- If you are the subject of unacceptable behavior, have witnessed any such behavior, or are acting as an ally to someone who was the subject of unacceptable behavior, please notify a CCS EDI member on-site or e-mail your concern to [edi@comparativecognition.org](mailto:edi@comparativecognition.org).
  - CCS EDI members are listed at the end of this document and can also be found at <https://www.comparativecognition.org/edi.php>. There will be a poster that identifies these individuals by name and with a picture at the conference. And these individuals will have “ALLY” written on their name badges at the conference.
- While immediate reporting makes it possible for complaints to be handled promptly, especially in a dangerous or distressing situation, reports may also be made at a later time. We encourage anyone who has experienced or witnessed unacceptable behavior to use the resources outlined in this document to bring the incident to our attention, even if you do not require support or direct action to be taken.
- Protecting targets of unacceptable behavior is of utmost importance. We emphasize the importance of allyship and reporting incidents witnessed in group settings - particularly if an unbalanced power dynamic exists between the involved parties. Confidentiality will be fully honored as long as the rights of others are not compromised. The target/notifier is not required or expected to discuss the concern with the alleged offender.
- If you are experiencing retaliatory behavior after reporting an incident that happened during the conference, please report this to the CCS EDI committee, even if the retaliation is happening outside of the conference.
- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety is advised to contact 911 and locate a house phone, if available, and ask for security.

### **Consequences of Unacceptable Behavior**

- **Anyone requested to stop unacceptable behavior is expected to comply immediately.**
- CCS Executive committee (or its delegates) retains the right to take immediate actions to keep the event a welcoming environment for all participants.
- Possible action(s) in response to unacceptable behavior include, but are not limited to:
  - Immediate action: warning the offender, expulsion from the specific event, or immediate expulsion from current conference (without refund). CCS Executive committee (or its delegates) may take action to redress behavior which disrupts events or makes an environment hostile for participants.
  - Future action: CCS EDI committee will review allegations of violations of this Code of Conduct. Both parties will have the opportunity to state their case and can appeal the decision of the EDI Committee to the Executive Committee. Consequences could include but are not limited to: barred from attending future conferences or barred from CCS membership.
- Any witnessed or reported retaliatory behavior will escalate the severity of

consequences. Patterns of unacceptable behavior or repeated offenses will also escalate the severity of consequences.

## Resources

- Community Resources by Pride Guide New Mexico ([website](#))
- Resources from the Office of Equity & Inclusion, City of Albuquerque ([website](#))

## Current Committee Members

EDI Committee:

Chair: Suzanne Gray  
Angelle Antoun  
Jon Crystal  
Élias Daigle  
Moriah Deimeke  
Lauren Guillette  
Debbie Kelly  
Joey McKeon  
Ben Whittaker

Executive Committee:

President: Lauren Guillette  
President-elect: Noam Miller  
Secretary: M. Ali Qadri  
CO3 Organizers: Jenna Congdon, Caroline Strang  
Treasurer: Jessica Bodily  
Member-at-large: Julia Espinosa, Donna Kean  
Awards Committee: Lauren Guillette

## Acknowledgments

This code of conduct has drawn material from the codes of conduct of the Organization for Human Brain Mapping, the Society for Behavioral Neuroscience and Comparative Psychology, and the Animal Behavior Society.

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Document history

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