

A member of Cascadia Research's URGE pod-Risso's is a member of Cascadia Research's Board of Directors (BOD) and has started the process of creating a policy for dealing with complaints, including highlighting a variety of people who can be a resource to interns and staff in case of issues. Below is a working draft not yet viewed by the entire BODs and approved as a Cascadia policy.

DRAFT: Cascadia Research Diversity and Collaboration Code of Conduct

We believe that in order to do good science we all must have a safe environment to work in and to be willing to collaborate with each other. As members of this group, we are all committed to creating and fostering a harassment-free experience for everyone, regardless of gender identity and expression, sexual orientation, disability, physical appearance, race, age and/or religion. We ask all members of our community to be mindful of their impact on others and observe the following Code of Conduct.

- All communication, be it online (including social media associated with Cascadia) or in person (in the office or in the field), should be appropriate for a professional audience, and be considerate of people from different cultural backgrounds.
- Be kind to others and do not insult or put down other group members.
- Behave professionally. Remember that harassment and sexist, racist, or exclusionary jokes are not appropriate at any time.
 - Individuals asked to stop any harassing behavior are expected to comply immediately.
- Contribute to discussions in meetings with a constructive, positive approach.
- Be mindful of talking over others when discussing in groups, and be willing to hear out the ideas of others.
- Minimize and justify any adverse effect your work may have on people, animals and the natural environment.

We believe that the greater the diversity of ideas, backgrounds and skills present in our group and in our work, the stronger we are as a research organization. If at any time an individual in our community feels that their voice is not being heard, or that their rights to a safe working environment are being disregarded, that individual is encouraged to contact Kiirsten, John or Annie about the incident(s). All information pertaining to the individuals concerned and the unwanted behavior will be kept private. Kiirsten, John or Annie will discuss the Code of Conduct with the individual who has violated the code. (At this time, the individual is considered to have a warning.) If the unwanted behavior continues after this first meeting the individual's position at Cascadia will be reviewed, and they may be asked to leave no matter how important their role may be to the organization or research projects.

Manuscripts

Authorship on any manuscript, or presentation should include everyone who has made a significant contribution to the work.

Papers and conference abstracts must be shown to and receive approval from all co-authors before submission.

Conferences

Cascadia employees are encouraged to attend conferences to present Cascadia data. If an individual would like to attend a conference, they should notify their supervisor well before abstracts are due. Interns must discuss abstract and presentation themes with their supervisor at Cascadia before creating an abstract for submission. Financial support will depend on the level of funding for a specific project, additional funds may be available to cover some or all of travel, registration, and cost of shared rooms.

Social media

Photographs taken on research projects may not be posted on social media without the knowledge of the PI on the project and must include the name of the organization and the permit number of the project.

Reference

<https://docs.google.com/document/d/10y7TP48ik1rcQBPA5Do8mZM7DJ5EbF0hyWP-csqb1QE/edit>

https://webarchive.nationalarchives.gov.uk/20070603172611/http://www.dti.gov.uk/science/science-and-society/public_engagement/code/page28030.html