

Code of Conduct Tester Memorial Symposium 2021

Tester Memorial Symposium is intended to foster the exchange of scientific ideas, provide participants with an opportunity to present research findings, and facilitate collaboration within the graduate student community of the University of Hawai'i at Mānoa. The organizers are committed to creating an environment where everyone can participate without harassment or discrimination of any kind. All meeting participants are expected to treat others with respect and consideration.

Any type of inappropriate behavior, whether written, verbal, or physical, can affect the well-being of participants during the symposium and beyond. As such, inappropriate actions toward any participant (attendee, speaker, volunteer, service provider, or organizer) will not be tolerated.

Examples of inappropriate behavior that will not be tolerated include but are not limited to:

Exclusion – to block someone's access to resources or opportunities, or to make someone feel unwelcome, based on their identity or affiliation with a particular group

Belittling – to treat someone in a condescending manner or with the assumption of incompetence

Discrimination – to make an unjust or prejudicial distinction in the treatment of someone based on their identity or affiliation with a particular group

Bullying / Intimidation – to threaten, frighten, humiliate, or intimidate someone with abusive words or actions

Harassment – to use words or actions that are unwanted, unwelcome, demeaning, degrading, abusive, or offensive, and to persist in such actions despite resistance, protest, or rebuke by the recipient(s) of those actions

Assault – to make unwelcome physical contact with anyone in any manner, including actual bodily harm and any form of unwanted sexual contact; to threaten bodily harm with an apparent present ability to cause harm

Organizers will remind all the participants at the beginning of the sessions they are expected to adhere to and remain mindful of this code of conduct during the sessions. Any participants who violate the code of conduct will be reported.

Procedures

Organizers will have the final decision on application of the code of conduct. Anyone violating the code of conduct will be (a) asked to stop, (b) subjected to limits on or revocation of any means of active participation in the symposium, (c) banned from participating in future Tester symposia.

Violations of the code of conduct are reportable directly to Rosana Zenil-Ferguson via email (roszenil@hawaii.edu), or to the organizers during the sessions. In the case of title IX violations, all organizers are mandatory reporters and unable to keep confidentiality, so we encourage participants to be familiar with resources from the title IX office in this [link](#). For confidential resources please reach out to the offices listed [here](#).

Organizers

Graduate Students

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