

## **Symposium on Urbanization and Stream Ecology: Code of Conduct and Statement on Diversity and Inclusivity**

*V.02 (Reviewed by the SUSE advisory board 11/20/2019)*

The Symposium on Urbanization and Stream Ecology (SUSE) is an interdisciplinary meeting that aims to further the scientific study of stream ecosystems in urban landscapes with the goal of generating meaningful advancements in urban stream ecology that improve urban environments and their receiving waters. The interdisciplinary nature of SUSE attracts participants from diverse professional, scientific, and academic backgrounds, and we encourage participation by individuals from diverse cultural, gender, socio-economic, and racial backgrounds and a diversity of physical capabilities.

A guiding principle of SUSE is that diversity and inclusivity yield innovation, creativity, and representation essential for transformative scientific advancements and integrated management solutions. The benefits of diversity can serve the professional and personal growth of SUSE participants. As agreed upon by the Advisory Board, SUSE does not discriminate based on an individual's race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, physical or mental ability, or any other trait inherent to the identification of one's 'self'. Every SUSE is inclusive and intends to celebrate our differences to develop new ideas in urban stream ecology and management.

To achieve this guiding principle, SUSE has implemented the following code-of-conduct for all meetings (not exclusive of additional meeting-specific conduct requirements or statements):

1. SUSE is a harassment-free meeting. Any sexual harassment or other forms of harassment based on an individual's race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, physical or mental ability, or any other trait inherent to the identification of one's 'self' will not be tolerated.
2. SUSE has zero tolerance for any sexual violence or assault or any violent or non-violent action meant to harm or intimidate any individual during the meeting.
3. SUSE has zero tolerance for any discriminatory behavior based on race, creed, color, ethnicity, national origin, religion, sex, sexual orientation, gender expression, physical or mental ability, or any other trait inherent to the identification of one's 'self'.

Any person found to be violating the code of conduct or acting in any manner that conflicts with SUSE's overall goal to promote diversity and inclusivity will be asked to leave the meeting without any refund of their registration fees or expenses (e.g., accommodations). Any individual whose actions are in violation of local, state, or federal law will be referred to the local authorities in a manner consistent with Title IX regulations ([https://www2.ed.gov/about/offices/list/ocr/docs/tix\\_dis.html](https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html)) where applicable.

### **REPORTING**

Any individual who is the target of or witnesses to any violation of the SUSE code-of-conduct or any action that is antithetical to the SUSE overall goal to promote diversity and inclusivity should feel empowered to report the incident to any meeting organizers (see the meeting program for designated contacts) or the SUSE Advisory Board (see the SUSE website for designated contacts).

Please contact Robert F. Smith ([smithr@lycoming.edu](mailto:smithr@lycoming.edu)) or any of the members of the SUSE advisory board ([www.urbanstreamecology.org](http://www.urbanstreamecology.org)) if you have any questions about this policy.