

# **Society for Range Management**

## **Guidelines for Professional Behavior at SRM Organized Activities**

Adopted by the SRM Board of Directors, July 16, 2019

### **Introduction**

Professional conferences and meetings provide opportunity for education, exchange of ideas, networking and meeting new colleagues. Of paramount importance during SRM organized activities is that members, employees, students, and representatives of SRM exhibit acceptable professional behavior and respect the rights, dignity, and diversity of all people. The purpose of these Guidelines is to promote professional behavior, eliminate expressions of implicit bias and reject discrimination and stereotyping during SRM organized activities.

It is expected that SRM staff, membership and all meeting participants abide by these Guidelines. SRM staff and membership are also expected to abide by the [SRM Code of Ethics](#) and general [Standards of Conduct](#) in all SRM meetings and events or when representing the Society.

### **Expected Behaviors**

- Comply with the rules and policies of the venues associated with the meeting (e.g., conference center, hotels, or any other venue).
- Communicate with respect and consideration for others respecting the diversity of views and opinions of others.
- Exercise professionalism always, refraining from personal attacks or harassing behavior directed toward meeting participants.
- Eliminate disruptive devices like cell phone ringers during presentations.
- Acquire permission to record speakers or take photographs during presentations, especially regarding use on social media outlets.
- Report any situation you deem dangerous or if you suspect someone is in distress.

### **Examples of Unacceptable Behavior**

- Personal attacks directed towards meeting or event participants and SRM staff.
- Harassment or intimidation in any form including physical, written or verbal.
- Verbal or written comments related to an individual's physical appearance, gender, sexual orientation, gender identity, race, religion, origin, age or any other aspect that could be perceived as discrimination.

- Intentional disruption of presentations or other events.
- Unwanted sexual attention and inappropriate physical contact.
- Additional examples of unacceptable behavior include but are not limited to: inappropriate use of images in presentations, bullying behavior, and retaliation for reporting unacceptable behavior.

### **How are Complaints Handled?**

- If you witness or experience harassing or unacceptable behavior please contact the person or persons designated by the SRM Board of Directors who can work with appropriate SRM leadership to resolve the situation.
  - During the Annual Meeting harassing or unacceptable behavior will be reported to the SRM Ombudsperson. All information received by the Ombudsperson will be forwarded to the Board of Directors for action.
  - Sections can designate contact(s) who will then report their findings to the Section Board of Directors for action.
- Reports will be taken seriously and will be kept confidential to the extent possible.
- Discussions with SRM leadership will not identify individuals registering the complaint to the extent possible.
- Participants who violate the Guidelines for Professional Behavior at SRM Organized Activities may receive a warning or expulsion from the event and potentially future events as determined by SRM leadership.
- Reports and documentation of complaints will be maintained by person or persons designated by the SRM Board of Directors and violators of the Guidelines for Professional Behavior at SRM Organized Activities will receive written documentation of the actions taken by SRM leadership following the meeting.