

## Pacific Basin Consortium for Environment and Health Appropriate behaviour policy

**Aim:** PBC is committed to organisational standards in which all people are treated with courtesy and respect and does not tolerate discrimination, harassment (including sexual harassment), victimisation, vilification, or bullying.

**Scope:** Board members, PBC members, attendees at events hosted by PBC and where possible, consultants and contractors.

**Policy:** PBC is committed to upholding high standards of behaviour at all related conferences, workshops, and in all communications, treating all people in a professional, fair, courteous, and respectful manner.

PBC encourages an inclusive atmosphere, inviting robust, open and honest intellectual debate at conferences and workshops, with topics discussed in a manner respectful to all attendees. PBC will not tolerate illegal or inappropriate behaviour at any conference site and condemns inappropriate or suggestive acts or comments that demean another person by reason of their gender, gender identity or expression, race, religion, ethnicity, age or disability or that are unwelcome or offensive to other members of the community or their guests

If any PBC member becomes aware of illegal or inappropriate behaviour at a conference or workshop site, or allegations of the same at a PBC conference, the member must report such information to the conference lead and PBC Chair immediately and request any complainant to complete and sign the Inappropriate Behaviour Report Form.

Immediate reporting allows PBC to assess the situation and respond appropriately, addressing the problem while being sensitive to the concerns of all who are affected. PBC Chair (and where appropriate Conference lead) will be expected to seek relevant facts from all parties involved, including initiating private discussions with:

- those who object to or who are offended by the behaviour
- those charged with the behaviour
- those who observed the situation may be appropriate.

There may also be occasions when it is incumbent upon the PBC Chair and/or session chair to exercise their own judgment by interrupting a speaker or addressing behaviour that may be considered unwelcome or objectionable to others at a conference or workshop.

Violations may result in cancellation of attendance at a conference, workshop or meeting, forfeiture of attendance fees, and/or the prohibition on future attendance by particular individuals.