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New Zealand Society of Soil Science Equity and Diversity Policies and Code of Conduct at Society Events



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New Zealand Society of Soil Science Policies and Code of Conduct

Throughout these policies, 'we' refers to the New Zealand Society of Soil Science community of volunteers and organisers. If you attend any New Zealand Society of Soil Science events, or participate in a New Zealand Society of Soil Science project, we consider you to be part of the New Zealand Society of Soil Science community. By taking part in any New Zealand Society of Soil Science event or project, you agree to uphold and promote these policies and Code of Conduct.

The Policies and Code of Conduct will be reviewed by the New Zealand Society of Soil Science council every two years. Suggestions to improve the policies and Code of Conduct are welcome and can be emailed to the New Zealand Society of Soil Science via the Society's administration office (nzsss@groundworkassociates.co.nz).

Code of Conduct:

The New Zealand Society of Soil Science is an environment where everyone is welcome. We are a diverse community from a wide range of backgrounds and interests. To ensure that everyone has an enjoyable and enriching experience, please bring a spirit of respect and friendly inquiry to all your interactions with the New Zealand Society of Soil Science.

We are dedicated to providing a harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, education, ability, physical appearance, body size, ethnicity, or religion.

Be thoughtful. Be polite and friendly to everyone in the community.

Be welcoming. We welcome and support people of all backgrounds and identities. People from all fields of inquiry are welcome.

Be respectful. Our community is diverse and includes many levels of experience. Listen and encourage others to learn. Remember that everyone has their own field of expertise, and we are all learning from, and with each other.

Be kind. Be careful in the words that you choose. Do not insult or demean other members of the community. Endeavour to make your language inclusive.

Be forgiving. People sometimes make mistakes. Please assume that people are acting with the best intentions. If you choose to engage with them regarding something you feel is inappropriate or unfair, aim to be diplomatic and forgiving.

Let us know. If you're not sure about something or have a concern, please ask an NZSSS council representative.

Code of Conduct Policies

Photography / video / audio recording policy

We will be taking photographs and (sometimes) videos of sessions at New Zealand Society of Soil Science events. These images and recordings may be used to promote our activities, and may be posted.

If you do not wish to be photographed or recorded, please let the organisers and event participants know. Your wishes will be respected.

If someone indicates that they do not wish to be photographed, respect their wishes. If you have a photo that someone is uncomfortable with, work together to ensure everyone's rights are respected, either by deleting or cropping the photo/s, editing videos, or altering the image so the person cannot be recognised.

Reporting / blogging / social media policy

We encourage all New Zealand Society of Soil Science community members to join the conversation on Twitter, blogs and any other social media forums. We often cover events by live-tweeting and blogging. We remind attendees that the Code of Conduct and Anti-Harassment policy extend to online interactions associated with the New Zealand Society of Soil Science.

Comments made on social media may be republished with attribution (for example retweeting or embedding of tweets in blogs). If you wish to attribute an opinion or statement to an individual in a long-form piece, please verify with that individual that they feel you have written an accurate representation of their view.

We try not to distract other participants by photographing/ live tweeting excessively during events. Please do the same.

Anti-harassment policy

The New Zealand Society of Soil Science is dedicated to providing an enjoyable, safe, and harassment-free experience for everyone at our events and in our forums. We do not tolerate harassment or discrimination of community members in any form. Attendees violating these rules may be cautioned, expelled or banned from New Zealand Society of Soil Science events.

Detailed policy

Harassment includes, but is not limited to:

- offensive verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race or ethnicity, religion, or other personal attributes or identities
- unwelcome comments regarding a person's lifestyle choices and practices
- sexual images in public spaces
- deliberate intimidation

- stalking or following
- threats of violence or incitements to violence against an individual
- violating any New Zealand Society of Soil Science policy
- sustained disruption of talks or other events
- sustained attacks on someone's project, work or idea
- inappropriate physical contact and invasions of personal space
- unwelcome sexual attention.

We encourage engagement with each other's work, but all criticism should be courteous and constructive, and should avoid rude language and personal attacks.

Sometimes a comment one person thinks is innocuous is quite offensive to someone else. If someone tells you they find your language or comments offensive, please take that on board graciously.

If we ask participants to stop any harassing behaviour they are expected to comply immediately. Any New Zealand Society of Soil Science member can issue a verbal warning to a participant that their behaviour violates the community's anti-harassment policy. A record of complaints received and warnings issued will be maintained by the New Zealand Society of Soil Science council.

If a participant engages in harassing behaviour, the organisers may take any action they deem appropriate, including warning the offender, or in extreme cases, expelling or banning them from New Zealand Society of Soil Science events.

In case of harassment

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact the president of the New Zealand Society of Soil Science. If you are being harassed by the president of the New Zealand Society of Soil Science, please contact the vice president or immediate past president of the New Zealand Society of Soil Science community, as soon as you are comfortable doing so.

Please note, while we take seriously all concerns raised, the New Zealand Society of Soil Science council will assess each case and exercise discretion in determining when and how to follow up on reported incidents. The New Zealand Society of Soil Science council may decline to take any further action. All concerns will be recorded by the New Zealand Society of Soil Science council.

We expect participants to follow these rules at New Zealand Society of Soil Science events



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