

# IBS-AR Member Code of Conduct

An International Biometrics Society Australasian Region (IBS-AR) member is expected to behave professionally and appropriately at all times. Professional and appropriate behaviour involves scientific and ethical integrity, respectful conduct towards others regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearances, race, religion (or lack thereof) or beliefs. We do not tolerate harassment, sexual or otherwise, by IBS-AR members. IBS-AR members should work towards preventing or reporting any harassment or misconduct of any form. IBS-AR members violating these rules may be sanctioned or expelled as a member at the discretion of the IBS-AR council.

Members agree to at all times:

- Be considerate in speech and actions and respect others
- Refrain from demeaning, discriminatory, or harassing behavior and speech
- Alert a member of the IBS-AR council if they notice a dangerous situation, someone in distress, or violations of this code of conduct.

Harassment is demeaning or threatening behaviour directed at an individual, or a group of people. Harassment includes, but is not limited to:

- Malicious comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, person's lifestyle choices and practices, physical appearance, age, race, religion (or lack thereof) or beliefs
- Unwelcome sexual attention and behaviour including inappropriate sexual propositions; unnecessary touching; verbal or written comments or physical actions of a sexual nature; sexually degrading words used to describe an individual; a display of sexually suggestive objects or pictures; or sexually explicit jokes
- Threatening behaviour including bullying, threat of violence, deliberate intimidation, stalking or incitement of violence.

## Reporting

If you are being harassed by a member of the IBS-AR, notice that someone else is being harassed, or have any other concerns, please contact the designated safety officers in the IBS-AR council in person or by email. The current safety officers in the regional council can be found at <http://www.biometricsociety.org.au/council.html>. If the person who is harassing you is one of the safety officers, they will recuse themselves from handling your incident and will not be given any information without your explicit consent. We will respond as promptly as we can.