



Draft PSG CODE OF CONDUCT

Version 4.6

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The Pacific Seabird Group (PSG) is a society of professional seabird researchers and managers dedicated to the study and conservation of Pacific seabirds and their environment. The goals of the PSG are to increase the quality and quantity of seabird research through facilitating exchange of information and to identify and assess the importance of threats to seabird populations and provide government agencies and others with expert advice on managing threats and populations. These goals are supported by scientific research, education, outreach, conservation, and advocacy for Pacific seabirds. To promote and maintain the highest level of professional conduct and public confidence in the PSG, and to foster a positive environment for the entire membership, the PSG has developed a Code of Conduct. The Code of Conduct is intended to facilitate healthy interactions in an atmosphere of mutual respect and accountability and is not intended to discourage or stifle discussion or debate about matters of science, policy, or PSG business. To meet these goals, PSG encourages all members to adhere to the following:

DEMONSTRATE PROFESSIONAL CONDUCT

- Behave with courtesy, honesty, integrity, and respect in all professional relationships and interactions so as to encourage responsible engagement and communication.
- Help create and maintain a professional environment free from harassment and discrimination.
- Never intentionally damage a person's reputation by making misleading or malicious statements about their conduct or work.
- Comment with respect and full consideration of the facts when expressing opinions.

PROMOTE SCIENTIFIC BEST PRACTICES

- Conduct work with skill, care, diligence, and due regard for animal welfare, human health, safety, and technical and professional standards.
- Conduct research and outreach efforts in a way that minimizes adverse effects on wildlife and the environment, meets all legal and institutional requirements for conducting the research (for example, animal use and care permits), and complies with best practices for scientific research and animal welfare.
- Only be included as an author of a professional publication if have played a significant role in designing and conducting out the research, writing the manuscript, and/or providing extensive guidance on the execution of the project. Provide all co-authors the opportunity to approve the final version of the manuscript to be published.
- Avoid deliberately committing scientific fraud including, but not limited to, the following: falsifying or fabricating data, misrepresenting or withholding results, plagiarizing digital or written material, failing to acknowledge contributions of others, and presenting opinions as facts.
- Be mindful of the scope of professional practice or areas of expertise when conducting projects, offering professional advice and opinions, and providing peer reviews of manuscripts and grant applications.

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STRENGTHEN ORGANIZATIONAL INTEGRITY

- Be responsible for complying with all PSG policies and procedures.
- Respect all PSG assets and resources, financial or otherwise, and not use them for unauthorized purposes.
- Avoid statements through any medium that may be interpreted as representing the PSG without written authorization from the Executive Council, including social media.
- Use PSG's letterhead only with written authorization.

Approved by the Executive Council <insert date>

COMMITTEE USE ONLY

For member survey:

“Please provide us with your thoughts or suggestions about what the PSG could do if a member does not adhere to the Code.” [comment box]