



PSG CODE OF CONDUCT

20 December 2019

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 goal of the Code of Conduct is to facilitate healthy interactions in an atmosphere of mutual respect and accountability. The Code of Conduct is not intended to discourage or stifle discussion or debate about matters of science, policy, or PSG business. The Code of Conduct is voluntary and is not retroactive.

The objectives of the Code of Conduct are for members to: (1) demonstrate professional conduct at all times; (2) promote scientific best practices and (3) strengthen organizational integrity.

To meet the goal and objectives, PSG encourages all members to adhere to the following:

1. Behave with integrity, respect and courtesy in all relationships and interactions.
2. Help create and maintain an environment free from harassment and discrimination¹.
3. Do not intentionally make misleading or malicious statements about a colleague, their conduct or their work.
4. Use the best available information when expressing opinions and engaging with others.
5. Use skill, ethics, care and diligence with regard for animal welfare, human health and safety and professional standards.
6. Conduct research in such a way as to avoid or reduce adverse effects on wildlife populations and the environment, meeting all legal and institutional requirements for animal care and use, and complying with any available best practices for scientific research and animal welfare.
7. Conduct science with integrity. Do not falsify or fabricate data, misrepresent results, plagiarize, fail to acknowledge contributions of others, or use information that is not in the public domain without authorization or consent. PSG members are expected to follow publication and authorship guidelines provided by institutions and journals².
8. Provide professional advice, opinions or reviews consistent with the scope of your areas of education, expertise, training, experience or practice.
9. Comply with all PSG policies and procedures³.

Please contact the PSG Secretary if there are any questions, concerns or complaints related to the PSG Code of Conduct. Email: secretary@pacificseabirdgroup.org



¹ PSG defines harassment and discrimination to include speech or behavior that is not welcome or is personally offensive. Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure that all actions are respectful. If the recipient feels like something is harassment, it is harassment, regardless of intent. Harassment includes and is not limited to:

- Offensive gestures or verbal comments related to ethnicity, religion, disability, physical appearance, gender, sexual orientation, or age;
- Unwelcome attention, deliberate intimidation, stalking, following, photography or recording, or inappropriate physical contact; and
- Physical, verbal, or emotional abuse.

² When there is disagreement during publishing, PSG recommends that members make decisions on authorship based on the role in designing and conducting the research, providing data, providing guidance and/or advice to successfully execute the research, and writing the manuscript.

³ All members are requested to be familiar with PSG's policies and procedures especially the Bylaws and Handbook. All policies and procedures are on the PSG website and can be downloaded from www.pacificseabirdgroup.org. Members of the Executive Council (EXCO), EXCO committees and PSG Technical Committees must be familiar with the relevant policies and procedures associated with their volunteer activities.

Version 5.2

Approved by the Executive Council to submit to membership for vote: Thu 19 Dec 2019