

## Code of Conduct

**Mā te kōrero, kia mārama. Mā te mārama, kia mahi tahi. Mā te mahi tahi, kia mōhio.** The 6th International Symposium on the Ocean in a High CO<sub>2</sub> World is committed to fostering a respectful, safe, and inclusive environment for all participants. Attendance at the symposium signifies agreement to abide by this Code of Conduct.

### 1. Shared Expectations

Participants—including delegates, speakers, organisers, exhibitors, and volunteers are expected to:

- Treat all attendees with courtesy and respect, recognising the diversity of backgrounds, perspectives, and experiences present.
- Communicate thoughtfully, focusing on constructive dialogue and critique of ideas rather than individuals.
- Be considerate of personal boundaries and create space for others to participate.
- Support a safe and inclusive environment by remaining aware of others' wellbeing and alerting event staff if concerns arise.
- Follow all laws, venue rules, and event guidelines across symposium spaces and associated activities.

### 2. Unacceptable Behaviour

The following behaviours are prohibited at the symposium, its venues, online platforms, and related activities:

- Harassment, discrimination, or bullying in any form, including comments or actions related to ethnicity, nationality, gender identity or expression, sexual orientation, age, appearance, disability, religion, career stage, or any other personal attribute.
- Threatening, aggressive, or hostile behaviour.
- Unwanted physical contact.
- Persistent interruption of talks, sessions, or organised activities.
- Intimidation, stalking, or invasive monitoring of participants.
- Displaying or distributing inappropriate, sexualised, or discriminatory images or materials.
- Recording or photographing individuals or presentations without permission, including when consent has been withdrawn.
- Retaliation against individuals who report concerns or misconduct.

### 3. Reporting Concerns

Participants who experience or witness behaviour inconsistent with this Code of Conduct are encouraged to notify symposium organisers promptly. All reports will be treated respectfully and as confidentially as practicable.

### 4. Consequences of Misconduct

Organisers may take actions they deem necessary to protect participant safety and event integrity. These may include:

- Verbal or written warnings.
- Removal from sessions or the full event without refund.
- Restriction from future symposium participation.
- Other measures deemed appropriate under the circumstances.

All decisions will be made in accordance with principles of fairness, impartiality, and confidentiality.