



## Code of Conduct – 10<sup>th</sup> International Beaver Symposium

17-19 September 2025

---

### 1. Purpose

We are committed to providing a friendly, safe and welcoming environment at our event, regardless of gender, sexual orientation, disability, race & ethnicity, beliefs or any other characteristic.

This code of conduct outlines our expectations for participant behaviour, as well as the consequences for breaching the code of conduct.

We expect all attendees including delegates, exhibition visitors, speakers, volunteers, press & media, organisers, venue staff, sponsors and exhibitors to adhere to the code of conduct and to ensure a welcoming and positive experience for all.

### 2. Expected behaviour

- Treat all other participants with respect and dignity.
- Participants/delegates must not take part in any demeaning, discriminatory or harassing behaviour, or introduce any unacceptable material or speech.
- Be considerate, respectful, and collaborative.
- Follow all applicable rules of the event and venue.
- Co-operate with event staff.
- Be mindful of your surroundings and other participants.
- Alert conference organisers if you notice a dangerous situation or someone in distress.

### 3. Unacceptable behaviour

- Unacceptable behaviours & materials include intimidating, harassing, bullying, abusive, discriminatory, derogatory, or demeaning materials or conduct by any attendees of the event and related event activities.
- Harassment is any unwanted physical, verbal or non-verbal conduct that has the purpose or effect of violating someone's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for them. A single incident is harassment.
- Bullying is offensive, intimidating, malicious or insulting behaviour involving misuse of power that can make a person feel vulnerable, upset, humiliated, undermined or threatened.
- It is important to note that those accused of bullying and harassment are not always aware they have caused offence. A key understanding is not whether the conduct was intended on the part of the perpetrator, but if it is unwanted on the part of the recipient.



- Possession of any item that can be used as a weapon, which may cause danger to others if used in a certain manner.
- Any violent, lewd or offensive behaviour or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behaviour or content that contains profanity, obscene gestures, or racial, religious or ethnic slurs.
- Possessing alcoholic beverages, except in areas specifically designated for the consumption of alcohol. Please drink responsibly.
- Possessing any illegal substance, including but not limited to narcotics, marijuana, or other illegal drugs.
- Smoking – other than in designated areas.
- Assembling for the purpose of, or resulting in, disturbing the peace, or committing any unlawful act or engaging in any offensive behaviour.
- Failure to obey any rules or regulations of the venue.

#### 4. Consequences of breaching the code of conduct

Unacceptable behaviour of any attendee including, delegates, exhibition visitors, speakers, volunteers, press & media, organisers, venue staff, sponsors and exhibitors will not be tolerated.

Those asked to cease unacceptable behaviour are expected to comply immediately. If a participant breaches the code of conduct, the conference organisers will take action, this may include expulsion from the conference without warning or refund.

Legal action may be considered if a criminal offence is suspected and may be reported to the Police or other relevant authorities.

#### 5. What to do if you witness or experience unacceptable behaviour

If you experience or witness unacceptable behaviour, or have any other concerns, please notify a conference organiser as soon as possible. All reports will remain completely confidential.

Event staff will be available to help participants and when appropriate contact venue security or local police. It is our objective to ensure that all participants feel safe throughout the conference. You can report unacceptable behaviour to any member of staff. Staff can be found at the registration desk onsite or you may email the contact below.

[intbeavsymp@nature.scot](mailto:intbeavsymp@nature.scot)

A participant should never knowingly make a false or misleading accusation.

#### 6. Accountability

We expect all conference participants (staff, sponsors, exhibitors, volunteers, speakers, attendees – conference & exhibition, press & media and other guests) to abide by this code of conduct at the conference venues and conference-related social events.



## 7. Contact Information

[intbeavsymp@nature.scot](mailto:intbeavsymp@nature.scot)