



ABL: AOC 2025 CODE OF CONDUCT

The Animal Behaviour Live: Annual Online Conference 2025 (henceforth AOC 25) organised by the Animal Behaviour Live platform (henceforth ABL or ABL organisers) is based on the themes of diversity, inclusivity, equality, sustainability and accessibility and brings together participants from around the world with diverse backgrounds. We, at ABL, strive to ensure that AOC 25 will be a safe and welcoming professional space for all participants. To guarantee this, **we expect all participants** (henceforth AOC 25 participants) **to abide by this code of conduct, in all their interactions related to AOC 25, for all events during AOC 25 and on all platforms which can be accessed as part of AOC 25** (like the YouTube chat, the Discord server and any other platform).

Expected Behaviour

- **All AOC 25 participants are to be treated with respect and consideration**, valuing the diversity of views and opinions they bring to the success of AOC 25.
- **AOC 25 participants should also treat ABL organisers with the same consideration as described above.** There may be technical difficulties, organisational issues or other circumstances during AOC 25 for which immediate intervention is necessary. While ABL organisers will strive to minimize these issues, AOC 25 participants should be understanding in their interactions with ABL organisers, especially during these events.
- **Criticisms should be constructive and revolve around ideas and not personal attacks on individuals.** Critical examination of ideas and conclusions does not, by itself, constitute hostile conduct or harassment. Discussions should be framed as openly and inclusively as possible and AOC 25 participants should be **aware of how language or images used may be perceived by others.** Everyone has to make efforts to understand both points, i.e., criticism should be broached respectfully and directed towards specific ideas, while being received in the spirit of discussion of potential ideas and not taken personally unless directed as such.
- In addition to this code of conduct, **AOC 25 participants are also expected to adhere to guidelines and terms and conditions of the other platforms** (Discord, YouTube etc.) which they access as part of AOC 25
- **AOC 25 participants are expected to be mindful of their virtual surroundings and of their fellow participants during the conference.** In cases where AOC

25 participants experience or notice unacceptable or inappropriate behaviour which can be construed as breach of this code of conduct (see section on Unacceptable Behaviour for reference), AOC 25 participants **should try and document them with evidence** (e.g., screenshots of chats on Discord etc.) to present them to ABL organisers for further action. They should **notify an ABL organiser as soon as possible** (see section on Reporting breaches of the code of conduct). The notifier is not required or expected to discuss the concern with the alleged offender.

Unacceptable Behaviour

To ensure that AOC 25 participants are aware of the behaviours that are considered unacceptable, we provide below a **non-exhaustive list of such behaviours**:

- **Harassment, bullying, microaggressions, intimidation and insinuations** that are hurtful (e.g. demeaning behaviour or speech such as personal insults, sexist, racist, homophobic, transphobic, ageist or ableist language).
- **All comments (verbal and vocal) related to gender, sexual orientation, disability, physical appearance, body size, race, religion, nationality.**
- **All comments (verbal and vocal) that reinforce social structures of domination** related to gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion.
- **Inappropriate use of nudity and/or sexual images** in platforms and networking spaces provided by ABL.
- **Threatening or stalking.**
- **Advocating for or encouraging any of the above behaviours.**

Unacceptable behaviour specific to online platforms/networking spaces

- **Spamming** by sending a lot of messages one after the other. This can also include inappropriate use of emoticons or GIFs.
- **Invasive advertisements:** messages and posts should be restricted to material which is relevant to AOC 25 and of actual value for other AOC 25 participants.
- **Non-professional or false profile pictures and names in the online platforms and networking spaces.** AOC 25 is a professional event and open communication relies on trusting the identity of the participants. AOC 25 participants can keep pictures of their model systems or other photos but they must be relevant to the themes of AOC 25.
- **Sharing of personal information of others** without their consent.
- **Sharing of illegal or pirated content**, especially copyrighted material or stolen software. This also includes sharing of unauthorised tools or services, distributing viruses, malware or malicious software.
- **Sharing of false or misleading information:** make sure to fact-check and share information only from reliable sources. Spreading false or misleading information can be harmful and undermines the trust and integrity of the community.

- **Impersonating other users, individuals or organisations**, especially using specific usernames, pictures or display names.
- Intentionally disrupting conversations or **creating a hostile environment** through trolling, flaming or excessive arguments.
- **Evading bans or mutes** by creating alternate accounts or using other circumventions.

In case any complaint is brought to ABL organisers regarding the behaviour of an AOC 25 participant which does not fall under these two lists, **ABL organisers reserve the right, at their discretion, to treat such complaints with the same severity as behaviours in these lists.**

Reporting breaches of the code of conduct

There are 2 main ways in which you can report breaches to the code of conduct:

1. **Send an email to our official email ID** (animalbehaviourlive@gmail.com). When you use this method, please make sure to provide an appropriate subject for the email (e.g., ABL AOC 25 Code of Conduct breach) to ensure that we can flag this email and respond as soon as possible.
2. **Contact one of the ABL organisers on the discord channel.** The organisers will have '[ABL]' before their usernames and should be associated with the role of Admin, so you can simply select one of them and inform them.

During AOC 25, ABL organisers will be busy with multiple tasks related to AOC 25. **There will be at least one organiser monitoring the inbox and the discord at all times.** In case, you are not able to reach one particular organiser on Discord or if the issue concerns an ABL organiser, contact another organiser or send us an email.

Consequences

ABL organisers will deal with each situation in which a breach of code of conduct happens (either identified by the ABL organisers or brought to their notice by an AOC 25 participant, and relating to AOC 25 participants or another ABL organiser) in the following manner:

- **All complaints will be treated seriously and investigated promptly.**
- **ABL organisers will ask anyone to stop any unacceptable behaviour.** Anyone requested is expected to comply immediately.
- **ABL reserves the right to prohibit an AOC 25 participant from any current and future ABL events as a consequence of their actions.** The severity and time period of this ban will depend on the individual circumstance.
- **Confidentiality will be honoured to the extent permitted as long as the rights of others are not compromised.** To preserve both the safety and the confidentiality of the complainant / victim in the complaint, no specific action

that will reveal their identity will be taken without consultation and approval of the complainant/victim.

We hope that this code of conduct will allow you to have a safe and fun experience at AOC 25. We are always open to suggestions and feedback and if you have any comments to improve this document, please send us an email at animalbehaviourlive@gmail.com.