

# Code of Conduct for Oxford Palaeobiology Group members:

Oxford Palaeobiology aims to create an inclusive and diverse environment within our community, and to protect members from harassment and discrimination. The Code of Conduct applies to all individuals carrying out related activities, including students, professionals and retired members, and must also be respected by individuals in any professional workplace.

Oxford Palaeobiology will not discriminate on the basis of race, colour, ethnic origins, immigration status, religion, age, marital status, parental status, sex, sexual orientation, gender identity or expression, socioeconomic background, educational background, or disability. All members should promote a culture of scientific and research integrity, respect, fairness, and inclusivity and be aware of and avoid conflicts of interest.

Any behaviour that affects or causes damage to a person or a group on the basis of the aforementioned categories is unacceptable and prohibited by this Code of Conduct. Inappropriate behaviours include harassment of any form; physical, verbal, sexual, and written abuse; bullying; stalking; photographing and recording others without their consent; displaying or distributing inappropriate images and recordings; emotional, professional, and financial threats; fabrication or falsification of data or results; plagiarism.

## Reporting

Anyone subject to or witnessing behaviour that constitutes an immediate or serious threat to public or individual safety or a criminal act should contact local law enforcement. Those witnessing a potential criminal act should also take the actions necessary to maintain their own personal safety.

If you have been subject to or witnessed prohibited behaviour, it should be reported via either Erin Saupe (Earth Sciences representative) or Frankie Dunn (Museum of Natural History representative) using the anonymous forms below:

Department: <https://forms.gle/HL4XCEZoVzdDQ9Kk6>

Museum: <https://forms.gle/8XAaQwrw7uNzJ91X9>

Reports will be received by either the Museum or Earth Sciences representative who will, depending on the nature of the report, escalate to the relevant departmental or divisional officers. If allegations pertain to criminal activity or pose a risk to public safety, the allegation(s) will be reported to the appropriate authorities.