

IASNR CODE OF ETHICS¹

PART I: CODE OF ETHICS – MEMBERSHIP CONDUCT

Respectful and ethical conduct is critical to support the continuation of the International Association for Society and Natural Resources (IASNR) by fostering a welcoming environment for all members. IASNR encourages the free expression and exchange of ideas in both formal and informal venues where mutual respect and trust are conditions for collegiality.

I.A. Relationship of members to colleagues

I.A.1. Members shall conduct themselves in an ethical and respectful manner that reflects personal and professional dignity.

I.A.1.1. Members shall not knowingly take credit for work done by others but rather give credit where credit is due.

I.A.1.2. Interactions between members shall be collegial. They shall respect the opinions and rights of others, and commit to discussing differences openly and honestly.

I.A.1.2.1. Members shall not engage in discrimination based on age; gender; race; ethnicity; national origin; religion; sexual orientation; disability; health conditions; marital, domestic or parental status; or any other applicable basis.

I.A.1.2.2. Diversity shall be valued, and members shall respect the dignity of all persons by treating colleagues affably throughout all forms of communication.

I.A.1.2.3. Members shall not engage in the harassment² of any person.

I.B. Relationship of members to students, supervisees, and employees

I.B.1. Members shall not exploit persons with whom they have any degree of seniority over, including but not limited to students, supervisees, and employees.

I.B.1.1. All members shall treat students, supervisees, and employees with respect, and refrain from any interactions or conversations that could be considered prejudicial, bigoted, insulting, offensive, or derogatory.

I.B.1.2. Members shall adhere at all times to the ethical and legal codes from their respective academic institution, agency or organization that govern appropriate conduct between individuals with seniority and individuals who are supervised, instructed or evaluated.

I.B.2. Members shall actively contribute to the intellectual development of students in the context of the member's own area of expertise.

¹ This document was developed by reviewing numerous professional organizations' codes of ethics, including American Sociological Association, Association of American Geographers, Society for Risk Analysis, Society for Applied Anthropology, International Sociological Association, Society of American Foresters, Ecological Society of America, European Society for Rural Sociology, American Meteorological Society, Society for Conservation Biology, and the Social Research Association. Some wording found in this document may be verbatim of these other codes of ethics.

² Harassment is any conduct, verbal or physical, that has the intent or effect of interfering with an individual, or that creates an intimidating, hostile, or offensive environment. Harassment can take many different forms, including but not limited to intimidation, bullying or sexual harassment.

PART II: CODE OF ETHICS – PROFESSIONAL STANDARDS

The following statements serve as guiding ethical and professional standards the IASNR expects from its members and registered attendees of the IASNR Conferences. Members of the IASNR, and other fellows and invited attendees in IASNR activities shall act in a manner consistent with these standards.

II.A. Research

We shall conduct research activities following established protocols that are approved in advance by our respective institutions' human subjects review panels. The people we recruit to voluntarily participate in research shall be informed of the research goals, significant benefits and risks of participation, and assured of confidentiality of information they share. Where applicable, we have the responsibility of training our students and scholars regarding ethical responsibilities and professionalism in social science research. We have the obligation to prevent any distortion (suppression, falsification, fabrication) of data and results.

II.B. Publication

We shall publish the outcome of our research to benefit the broader community of scientists and practitioners. We owe accurate interpretation of our research results while publishing in refereed and non-refereed outlets. We shall properly recognize or acknowledge the contribution of everyone involved in the study. We have the obligation to avoid unprofessional and ethical issues (e.g. plagiarism, intentional misinterpretation and distortion of results) in publications as well as presentations. Policy and management recommendations made in our publications shall be exclusively based on the data and results of our research.

II.C. Society

We have the responsibility of communicating our knowledge about the natural and sociocultural systems to the society at large. We shall attempt to engage a variety of audiences including but not limited to scientists, practitioners, administrators, decision makers, students, fellows, citizens in dialogues related to the interconnections and interdependency between human and natural systems. We shall not favor any interest groups in conducting our research and scholarly activities. We have the obligations to follow standard social norms while representing our institutions and attending IASNR events.

PART III. POLICIES AND PROCEDURES

III.A. Responsibilities and Authority of IASNR Ethics Committee

The IASNR Ethics Committee³ has been established by the IASNR Council to promote ethical conduct of members, coordinate the investigation of complaints concerning the ethical conduct of members, and impose sanctions when a violation of the Code has occurred.

³ The establishment of the IASNR Ethics Committee required a vote by IASNR Council to become a Standing Committee.

III.B. Authority of IASNR Ethics Committee

IASNR Ethics Committee is authorized to:

- III.B.1.** Publicize the Code of Ethics to IASNR membership.
- III.B.2.** Provide a variety of education opportunities for IASNR members concerning the ethical obligations under the Code of Ethics.
- III.B.3.** Recommend to the IASNR Council changes in the Code of Ethics and these Policies and Procedures.
- III.B.4.** Provide advice to individual members of IASNR regarding their ethical obligations under the Code of Ethics on an informal and confidential basis.
- III.B.5.** When allegations of unethical conduct of members of IASNR lead to an investigation, the Ethics Committee will use the findings and recommendations of an Investigation Panel (see V.E.) to determine violations of the Code of Ethics, and where appropriate, impose sanctions.
- III.B.6.** Adopt such rules and procedures governing the conduct of all matters within its jurisdiction as are consistent with the By-Laws of IASNR, the Code of Ethics, and these Policies and Procedures.

The IASNR Ethics Committee Chair is authorized to:

- III.B.7.** Appoint members of the ethics committee (pending Council approval)
- III.B.8.** Review ethics complaints (see V.B.)
- III.B.9.** In consultation with the IASNR Executive Director, seek to resolve allegations of unethical conduct of members of the IASNR informally through mediation or other means.
- III.B.10.** Appoint IASNR members to serve in an investigation panel if necessary (see V.E.).
- III.B.11.** Coordinate investigation of allegations of unethical conduct of members of IASNR, including the determination of violations of the Code of Ethics, and where appropriate, the imposition of sanctions (see V.F.).
- III.B.12.** Provide to the IASNR Executive Director and Council an annual written report of committee activities

An IASNR Investigation Panel is authorized to:

- III.B.13.** Under the coordination of the Ethics Committee Chair, investigate allegations of unethical conduct of members of IASNR, determine violations of the Code of Ethics, and where appropriate, recommend that the full Ethics Committee impose sanctions (see V.E.).
- III.B.14.** Under the coordination of the Ethics Committee Chair, coordinate with panel members to recruit and train additional temporary investigative members from current IASNR members if required to ensure the investigative panel is remaining inclusive of complainant requests for inclusion of any specific identity group that is not part of the current investigation panel.

III.C. Responsibilities of the IASNR Executive Director

- III.C.1.** Works with the IASNR Ethics Committee in the administration of III.B.1-III.B.7.
- III.C.2.** Reports to IASNR Council on a minimum of an annual basis the number and types of complaints received, the number recommended for informal resolution, and any other pertinent information regarding the involvement of the Executive Director in ethics inquiries.
- III.C.3.** Seek to resolve allegations of unethical conduct of members of the IASNR informally through mediation or other means (if necessary).

PART IV. OPERATING RULES OF IASNR ETHICS COMMITTEE

IV.A. Membership and Officers

The chair and co-chair of the IASNR Ethics Committee shall be appointed by the IASNR Council. The Ethics committee chair shall appoint all other members of the Ethics Committee, pending approval by the IASNR Council at the next Council meeting. After the end of their term of office, members of the IASNR Ethics Committee may continue to participate in the investigation of a matter to which they were previously assigned, and such member may participate in reaching the findings and recommendation of the investigation with respect to that matter.

The IASNR Ethics Committee shall be comprised of, at minimum: 1 chair (a current Council member), 1 co-chair (also a current Council member, who rotates into the Chair position when the Chair rotates out), 3 members (both Council members and non-Council IASNR members), 1 Student Affairs Committee member, and 1 Executive Committee liaison. The committee shall represent the diverse membership of the Association. The IASNR Ethics Committee Chair shall deliver an annual summative report to the Executive Director by December 31st. The Chair shall have the primary responsibility for carrying out the mandate of the IASNR Ethics Committee, with the co-chair serving as their designee when needed. All members promise to maintain confidentiality of any investigation in which they are a part.

IV.B. Meetings

A regular meeting of the IASNR Ethics Committee shall be held annually in connection with the annual IASNR Conference. Additional meetings may be held, upon call of the Chair, from time to time in person or virtually.

IV.C. Quorum and Voting

A quorum for the transaction of business at any meeting of the annual IASNR Ethics Committee shall consist of a majority of the members then in office. All decisions shall be by majority vote of the members present at a meeting.

IV.D. Conflicts of Interest

No member of the IASNR Ethics Committee shall participate in the deliberations or decisions of any matter with respect to which the member has a conflict of interest.

IV.E. Investigation Confidentiality

All members of the investigation panel will maintain confidentiality and anonymity of any investigation they are involved in, including details about the complaint, process of investigation, status of investigation and identities of individuals involved. Violation of confidentiality through communication of investigation details will result in immediate removal from the investigation and potential removal of IASNR membership at the discretion of the IASNR Ethics Chair or Co-Chair. If the IASNR Ethics Chair or Co-chair are found in violation this decision will be determined by the next highest ranking member.

PART V. ENFORCEMENT OF THE IASNR CODE OF ETHICS

V.A. Jurisdiction

- V.A.1.** IASNR Ethics Committee Chair and, if necessary, appointed investigators shall have jurisdiction to receive and determine any timely complaint of the violations of the IASNR Code of Ethics by a current member of the IASNR in any category of membership. In the event that a complainee resigns from the IASNR subsequent to filing of a complaint against them, the IASNR Ethics Committee shall have a discretion to resolve the complaint as if the complainee were still a member.
- V.A.2.** In the event that a complaint alleges conduct which is, or may be, the subject of other legal or institutional proceedings, the IASNR Ethics Committee may, in its discretion, defer further proceedings with respect to the complaint until the conclusion of the other legal or institutional proceedings.

V.B. Filing of Complaint

- V.B.1.** Any member or non-member of the IASNR who perceives that an IASNR member has violated an ethical standard may file a complaint with the IASNR Ethics Committee.
- V.B.2.** A complaint may be initiated by the IASNR Ethics Committee on its own behalf.
- V.B.3.** Initial contact with the Executive Director or their designee is encouraged to clarify whether concerns about a possible ethical violation is covered by the Code. If it appears that a potential complaint may be covered by the Code, a copy of the Code, and a summary of the complaint shall be sent to the potential complainant. Informal dispute resolution and the use of other venues of investigation shall be encouraged.
- V.B.4.** A complaint may not be accepted or initiated if it is received more than 18 months after the alleged conduct or was discovered. A complaint received after the 18-month time limit set forth in this paragraph shall not be accepted unless the Chair of the IASNR Ethics Committee determines that there is good cause for the complaint not to have been filed within the 18- month time limit. No complaint shall be considered if it is received more than seven years after the alleged conduct occurred or was discovered.
- V.B.5.** A complaint shall include the name and contact information of the complainant, the name and contact information of the complainee; the provisions of the IASNR Code of Ethics alleged to have been violated, a statement that other legal or institutional proceedings involving the alleged conduct have not been initiated, or, if initiated, the status of such proceedings; a full statement of conduct alleged to have violated the Code of Ethics, including the sources of all information on which the allegations are based, copies of any documents supporting the allegations; and, if necessary, a request that the 18-month time limit be waived. Anonymous complaints shall not be accepted. Confidentiality shall be protected as described in Part VI, items VI.B.8.1-VI.B.8.4.
- V.B.6.** The complainant or complainee may choose to request accommodations for assistance in participating in the process. These accommodations may include the presence of a translator (sign or non-English) or transcriber.
- V.B.7.** The complainant may identify specific IASNR members that they feel uncomfortable with serving on an investigation panel (if that action is required) along with an explanation. Additionally, the complainant may indicate perspectives they wish to be included in an investigation panel (if that action is required), including but not limited to experiences based on: gender identity, sexual orientation, cultural perspectives (indigenous, latine, asian, Black, non-North American, etc.) or professional positions (student, adjunct, tenure faculty, etc.).

V.C. Notice of Complaint, Preliminary Screening, and Informal Resolution

- V.C.1.** The Executive Director or their designee⁴ shall screen each complaint to determine whether the complainee is a member of IASNR and whether the alleged conduct is covered by the Code. If the complaint does not include the information required, the Executive Director or their designee shall so inform the complainant, who shall be given the opportunity to provide additional information. If no response is received from the complainant within thirty days, the matter shall be closed and the complainant so notified.
- V.C.2.** If the complaint is complete, the Executive Director or their designee shall notify the Chair of the IASNR Ethics Committee and provide relevant material regarding the complaint. The Chair of IASNR Ethics Committee and Executive Director shall evaluate whether there is cause for action. If cause for action exists, a formal case is initiated. If cause for action does not exist, the complaint shall be dismissed at this stage, and the complainant so notified.
- V.C.3.** If cause for action is found, the Executive Director or their designee shall provide a copy of the complaint, all supporting materials, and a copy of the Code of Ethics and these Policies and Procedures, to the complainee and encourage a settlement through informal means.
If informal

⁴ Designee will be selected from current IASNR Executive Council members dispute resolution is declined, the members of the IASNR Ethics Committee shall not be informed which party declined.

V.D. Response to Complaint

If either or both the complainant and the complainee decline informal dispute settlement or if informal dispute settlement fails to resolve the complaint, the Executive Director or their designee shall notify the complainee that the case shall go forward in accordance with these Policies and Procedures. The complainee shall have thirty days after receipt of this notice to respond in writing to the complaint. An extension may be granted by the Executive Director if good cause is shown, but that extension shall not exceed ninety days.

The complaint and response shall be submitted to the Chair and Co-Chair of the IASNR Ethics Committee for an initial determination whether there is sufficient evidence to proceed with the case. The Chair may, in their discretion, request additional information from the complainant and/or any other appropriate source before making the initial determination, provided, however, that the Chair shall not rely on such additional information unless it has been shared with the complainee and the complainee has been afforded an opportunity to respond. If the Chair decides that there is insufficient evidence to proceed, the matter shall be closed and the complainant and complainee notified in writing.

V.E. Investigation and Recommendation

If the Chair or Co-Chair determines that there is sufficient evidence to proceed with the complaint, they shall appoint an Investigation Panel composed of the Chair and two members of the IASNR Ethics Committee to investigate the complaint. The Panel may communicate with the complainant, complainee, witnesses, or other sources of its business as is practical through written correspondence or verbal communication. Although complainants and complainee have the right to consult with attorneys, concerning all phases of the ethics process, the complainant must file and the complainee must respond to charges of unethical conduct personally and not through legal counsel or another third party, unless the complainant or complainee provides good cause as to why he or she cannot respond personally. The Panel shall submit a written report of its findings and any recommendations for sanction of the full Committee within ninety days, unless a longer period is necessary in the opinion of the Chair. A copy of the Panel's findings and recommendation shall be provided to the complainant and complainee, who may submit a response in writing within a time frame of not more than thirty days.

V.F. Determination of Violation

IASNR Ethics Investigation Panel shall determine whether a violation of the Code of Ethics has occurred on the basis of the complaint, the response, any other information provided to the Investigation Panel and the responses of the parties thereto, provided however, that IASNR Ethics Committee may hear the testimony of witnesses where in its view it is essential to the fairness of the proceedings. Upon completion of its review, the IASNR Investigation Panel shall issue a recommendation to the Ethics committee chair or IASNR Executive Director. The Ethics Committee Chair or IASNR Executive Director will then make a final determination of whether one or more violations of the Code of Ethics have occurred, including a summary of the factual basis for this determination, and the appropriate sanction.

PART VI. SANCTIONS

VI.A. Purpose of sanctions:

The purpose of sanctions for violations of the IASNR code of ethics is to: 1) penalize the violator for their misconduct, 2) provide feedback to educate and rehabilitate individuals who violate the code of ethics, and 3) to create an environment of accountability in which IASNR members are ensured of the expectation of ethical behavior and that violators shall be held accountable for misconduct.

VI.B. Types of sanctions:

VI.B.1. Private reprimand

In cases where the violation is minor in nature and/or did not cause serious personal and/or professional harm, a letter of reprimand, including any stipulated conditions, may be sent to the complaine. Failure to comply with stipulated conditions may result in the imposition of a more severe sanction.

VI.B.2. Public censure

In the case of more serious ethical violations, a public censure may be issued to the full membership and to other parties concerning the violation, as appropriate.

VI.B.3. Denial of privileges

In appropriate cases, sanctions may include denial of some privileges of IASNR membership including, but not limited to: election or appointment to any IASNR committees or offices, appointment to editorial boards of publications, serving as editor of any publications, receipt of awards, presenting or otherwise participating in any meetings of IASNR, or receiving other assistance from IASNR. When membership privileges are denied, membership dues will not be returned.

VI.B.4. Suspension of membership

In cases in which the violation causes serious personal and/or professional harm, IASNR membership and all privileges may be suspended for an appropriate period of time. Renewal of membership may be either automatic or provisional upon compliance with stipulated conditions. When membership privileges are suspended, membership dues will not be returned.

VI.B.5. Revocation of membership

In cases in which the violation causes the most serious personal and/or professional harm, IASNR membership and all privileges may be permanently revoked. When membership privileges are revoked, membership dues will not be returned.

VI.C. Notice of Determination

The Chair of the IASNR Ethics Committee shall notify the complainant and complaine of the decision. If a sanction is imposed the Ethics Committee shall instruct the Executive Director to take the appropriate action.

VI.D. Appeal

A complaine who is found by the Investigation Panel to have violated the Code of Ethics and who receives a sanction may appeal this determination by filing a Notice of Appeal and Statement of Reasons no later than thirty days after the receipt of the Notice of Determination. If an appeal is filed, the Executive Director of IASNR shall appoint a three-

member Appeal Panel of IASNR members. Selection of the Appeal Panel will initially pull from current Ethics Committee Members who were not involved in the appealed investigation, if unavailable, the Executive Director of IASNR will then recruit from current IASNR members. The Appeal Panel will then review all information considered by the Ethics Committee and, within ninety days, make a decision to uphold or reverse the determination. The Appeal Panel may set aside the Investigation Panel's determination that a violation has occurred or it may determine that the sanction imposed by the Investigation Panel is not appropriate and impose a less severe sanction. The decision of the Appeal Panel shall constitute the final decision of IASNR with respect to all matters.

VI.E. Confidentiality

- VI.E.1.** The filing of a complaint against an IASNR member and all proceedings shall be kept confidential by any members of the investigation panel involved in the process of resolving a complaint prior to a final determination of the matter. Identifiable information will only be shared with others if required to assist in determining the appropriate response, potential individuals could include any staff designated by the Council to assist the Ethics Committee or legal counsel. All parties involved in ethics investigations shall maintain confidentiality of other parties. Violation of confidentiality shall result in expulsion from the Investigation Panel and potential revocation of IASNR member pending IASNR Chair discretion (refer to section I.V.E). Determination of violations of the Code of Ethics by IASNR Ethics Committee or by an Appeal Panel shall be kept confidential, except in the case of termination of membership, or unless disclosure of the determination to the public is imposed as part of another sanction. The name of each individual whose membership is terminated and a brief statement of the reason for termination shall be reported annually to the Council.
- VI.E.2.** The Committee may disclose such information when compelled by a valid subpoena or by court order.
- VI.E.3.** Initiation of legal sanction against the IASNR or its officers or employees shall constitute a waiver of confidentiality by the person imitating such action.
- VI.E.4.** Records relating to the investigation of complaints of violations of the Code, whether or not IASNR Ethics Committee determined that a violation occurred, shall be maintained in a secure place indefinitely.