

# Welcome



**ICES**  
**CIEM**

Science for sustainable seas

# Introduction



- *We would like to foster equitable and thoughtful communication and discussion*
- *Be mindful that English is not primary language of majority of participants*

## *For online participants*

- *Please mute your microphone when not speaking*
- *Camera on when speaking when you feel comfortable*
- *Recommend using headset*
- *Please raise your hand on Webex if you want to speak*

<https://doi.org/10.17895/ices.pub.21647825>

# Code of ethics & professional conduct



Outlines ICES principles, guidelines, & practices for key areas of organizational activity.

Applies to anyone partaking in any ICES activity: including staff, officials, members, participants, speakers, volunteers, & exhibitors.

Meeting chairs & event organizers are expected to set tone for inclusive collaboration.

Core Values

Diversity Gender  
Equality DEI

Good Scientific  
Practice

Conflict of  
Interest

Environmental  
Responsibilities

Reporting  
Misconduct

<https://doi.org/10.17895/ices.pub.21647825>

# CORE VALUES



## Embrace Diversity

- Value the different views, expertise, and backgrounds which strengthen the long-term success of ICES.

## Include Equally

- Ensure the right of others to equally participate in ICES activities without bias or discrimination based on gender, scientific discipline, family status, age, race, political or religious beliefs, sexual orientation, or disability.

## Communicate thoughtfully

- Aim to communicate openly and address others with dignity.

## Avoid Harassment

- Use discretion and respect others. Harassment, bullying, intimidation, or discrimination in any form is unacceptable.

## Promote wellbeing

- Follow and encourage others to uphold a safe and welcoming working environment. Be mindful of your surroundings and colleagues and immediately report any situations that are dangerous or distressing to others.

# GENDER EQUALITY DIVERSITY, EQUITY, AND INCLUSION



## ICES Gender Equality Plan

### Qualitative targets

1. Gender-fair organization, network, and personnel development
2. Inclusive working culture
3. Family friendly working environment
4. Protection from harassment and violence
5. Professionalized gender equality work
6. Awareness of sex/gender in research

### Quantitative indicators

Resources allocated  
Leadership gender/DEI training  
Gender pay-gap  
Proportion of people by gender:  
- in leadership/decision-making  
- chairs of expert groups  
- staff roles  
Expert groups working on sex/gender/DEI

# GOOD SCIENTIFIC PRACTICE

Principles of  
good scientific  
practice



- Authorship
- Intellectual property & data
- Misconduct
- List of international document

# REPORTING MISCONDUCT



- Try to solve the issue directly
- Tell someone: expert group chairs, SCICOM members and Steering Group chairs, ACOM chair and vice-chairs, Secretariat staff, General Secretary, and national delegates.
- HR officers – first point of contact for issues that cannot be resolved directly.
- Anonymous reporting tool
- Consequences for violations
  - Immediate dismissal from the meeting/activity without refund
  - Reporting the case to your home institute
  - Exclusion from any ICES activities for a defined period
  - Disciplinary procedures for staff
  - If the offense is criminal, law enforcement will be contacted

# CONFLICT OF INTEREST (CoI)



## Guiding principles for participating in ICES work

Given ICES role as a knowledge provider, it is essential that experts contributing to our science and advice maintain scientific independence, integrity and impartiality. It is also essential that their behaviours and actions minimise any risk of actual, potential or perceived Conflicts of Interest (CoI).

## Definition of conflict of interest (CoI)

A conflict of interest (CoI) means any interest by a participant that may affect or reasonably be perceived to affect the participant's objectivity and independence in carrying out his/her work. CoI may exist even if no unethical or improper act results from it. The holding of interests does not automatically give rise to a conflict of interest, if the independence and objectivity of work to be carried out are not at risk.

## Declaration of interests

- Both the meeting Chair(s) as well as the national delegates (who nominate experts to participate in ICES work) are responsible for making the nominated participants aware of ICES Code of Conduct. The code provides guidance on identifying and handling actual, potential, or perceived CoI, defines the standard for behaviours of experts contributing to ICES science and advice and sets the responsibilities of those contributing to our work.
- The Chair(s) should highlight the Code of Conduct in advance of, and at the beginning of each meeting. Meeting participants should be reminded of the duty to declare any CoI in advance of the meeting/commencement of work.
- The primary responsibility for assessing and declaring CoI is placed on the person concerned.

## How to proceed when a potential or perceived CoI is identified

Contact the ICES Secretariat [info@ices.dk](mailto:info@ices.dk) for more information.



# Conflict of Interest



- *“All participants at the meeting, including the Chair, are required to declare any Conflicts of Interest and their commitment to abide by the Code of Conduct before their work commences. It is the responsibility of the Chair to ensure these declarations are made.*
- *... all persons engaged in ICES work will err on the side of caution\* and identify, disclose and manage the actual, potential or perceived Conflict of Interest.”*

*\*err on the side of caution – be on the safe side, play it safe*