Welcome





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

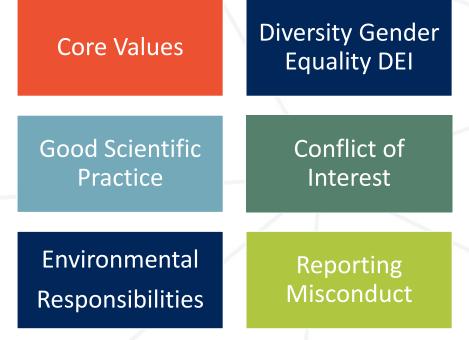
https://doi.org/10.17895/ices.pub.21647825

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



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 three transferences of the communicate openly and address others with dignity. • 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.	Embrace Diversity	 Value the different views, expertise, and backgrounds which strengthen the long-term success of ICES. 	
 Aim to communicate openly and address others with dignity. Aim to communicate openly and address others with dignity. Use discretion and respect others. Harassment, bullying, intimidation, or discrimination in any form is unacceptable. 	Include Equally	bias or discrimination based on gender, scientific discipline, family status,	
AVOID Harassment discrimination in any form is unacceptable.		• Aim to communicate openly and address others with dignity.	
• Follow and oncourage others to unhold a safe and welcoming working	Avoid Harassment		
Promote wellbeing environment. Be mindful of your surroundings and colleagues and immediately report any situations that are dangerous or distressing to others.	Promote wellbeing		

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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:

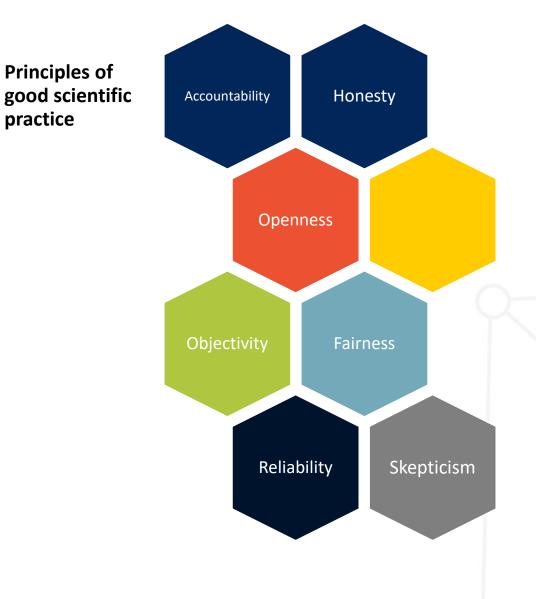
- in leadership/decisionmaking

- chairs of expert groups

- staff roles

Expert groups working on sex/gender/DEI

GOOD SCIENTIFIC PRACTICE





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

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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

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CONFLICT OF INTEREST (Col)



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 (Col) 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 Col in advance of the meeting/commencement of work.
- The primary responsibility for assessing and declaring Col is placed on the person concerned.

How to proceed when a potential or perceived Col is identified

Contact the ICES Secretariat info@ices.dk for more information.

Find Conflict of Interest in the Code of Ethics and Professional Conduct. The "Guidelines for ICES Groups" give guidance on presenting the Conflict of Interest to Expert Groups.

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