

CSRF Code of Conduct Guidelines

The Canadian Sex Research Forum is dedicated to interdisciplinary theoretical and applied research in the field of sexuality, fostering sexual science, and improving the sexual health and well-being of Canadians. As such, CSRF maintains a sex positive stance with a focus on equity and respect. *These guidelines are meant to maintain a space where members feel welcomed and respected, and to encourage engagement and collegial discussion, recommendations, support, etc. Below, in this document, you will note procedures for reporting an issue or sharing a concern relating to interactions at CSRF meetings, conference proceedings, sponsored events or on the CSRF Listserv.*

Note: The following guidelines have been informed by CSRF members' responses to the CSRF Communication Survey and the subsequent CSRF Communication Consultation Report dated October 3, 2021 and its recommendations. These guidelines have been reviewed and approved by the CSRF Executive Council (June 12, 2023).

A. Expected Behaviours: The actions below refer to expected and encouraged behaviours that are meant to contribute to respectful, professional, and productive exchanges within the context of CSRF conference proceedings, meetings, workshops, sponsored events and the CSRF Listserv.

- All behaviours, interactions, and presentations are expected to be respectful, professional, inclusive, and non-discriminatory.
- Communication should be professional and constructive both in-person and online, which implies courtesy and collegiality when addressing disagreement, respect when providing and receiving feedback, and openness to differing and alternate points of view.
- All members are responsible to help prevent and reduce discrimination and harassment, which may include alerting conference organizers or relevant parties that can help maintain a collegial atmosphere.
- If there is imminent risk or harm to physical safety of any members, then all members are encouraged to engage appropriate protection services to prevent harm.

B. Prohibited Behaviours: The actions below may result in temporary (first-time violation) or permanent (second-time violation) suspension from the CSRF Listserv, Meetings, and Membership. Please see the glossary of terms below.

- Sharing confidential materials from participants or clients that have not been covered by consent procedures.
- Sharing protected, copyrighted materials without permission of the copyright holder.
- Presenting data that were obtained without approval from the relevant institutional ethics and review boards.

- The use of discriminatory language (comments discriminating based on identity, which can include an individual's race, sexual orientation, gender/sex, physical or intellectual ability, language, relationship configuration, ethnicity, religion, age, academic rank or seniority, etc.).
- Speech or behaviours that constitute harassment, discrimination, bullying, trolling or defamation – personally and/or professionally.
- Any form of sexual harassment, which includes, but is not limited to repeated and unwanted solicitation of emotional or physical intimacy, sexual assault, offering of professional opportunities in exchange for sexual acts, retaliation for refusal of sexual advances. The following are examples of behaviour that may constitute sexual harassment when unwanted: unnecessary touching, sexual flirtations or propositions, verbal comments or physical gestures of a sexual nature, sexually degrading jokes, words, or slurs.
- Any form of physical aggression for any reason, which includes, but is not limited to threat of bodily harm, physical assault, and persistent and unwanted touching.
- Bringing prohibited substances (based on the local laws) into any CSRF-sponsored event.
- Any form of retaliation against an individual for reporting harassment or prohibited conduct or retaliation for participating in an investigation of a claim of harassment or discrimination.

Glossary:

Bullying. The CDC (2018) definition of **bullying** is “any unwanted aggressive behaviour(s) by a person or group that involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated. Bullying can include aggression that is physical (e.g., hitting, tripping), verbal (e.g., name calling, teasing), or relational/social (e.g., spreading rumours, leaving out of a group).”

Defamation. According to the Criminal Code of Canada, 298(1)(2)(a)(b), **defamatory** content is considered “matter published, without lawful justification or excuse, that is likely to injure the reputation of any person by exposing him to hatred, contempt or ridicule, or that is designed to insult the person of or concerning whom it is published. A defamatory libel may be expressed directly or by insinuation or irony a) in words legibly marked on any substance; or b) by any object signifying a defamatory libel otherwise than by words.”

Discrimination. Discrimination is the unfair or prejudicial treatment (e.g., overt exclusion, rejection, and devaluation) of people and groups based on identity characteristics such as race, gender/sex, age, sexual orientation, as well as varying physical or intellectual ability (American Psychological Association, 2022; Canadian Psychiatric Association, 2011).

Harassment. From the Policy on Harassment Prevention and Resolution, Government of Canada (2015) **harassment** is defined as the “improper conduct by an individual, that is directed at and offensive to another individual in the workplace, including at any event or any location related to work, and that the individual knew or ought reasonably to have known would cause offence or harm. It comprises objectionable act(s), comment(s), or display(s) that

demean, belittle, or cause personal humiliation or embarrassment, and any act of intimidation or threat. Harassment is normally a series of incidents but can be one severe incident which has a lasting impact on the individual.”

Trolling. GFC Global (2022) defines **trolling** as “the intentional act of instigating conflict, hostility, or arguments and/or provoking emotional responses using inflammatory messages in an online social community.” **Trolling** is also defined as “a form of cyberbullying that can include posting rumours, threats, sexual remarks, violent comments, hate speech, or other inflammatory, irrelevant, or offensive comments that seek to intimidate or diminish an individual or group” (University of Northern British Columbia).

Reporting Prohibited Behaviours

We encourage all CSRF members and conference attendees to be proactive in creating and maintaining a culture of respect within CSRF, that is, one in which everyone feels welcomed and valued. Participants are asked to take action when they observe prohibited behaviours. It is important to recognize that power differences and hierarchies inherent to academia may make it difficult for some parties (including students and junior scholars) to object or report problematic behaviour themselves.

If you experience or witness a violation of these guidelines, you can submit a report to the Executive via the CSRF Misconduct Reporting Form [LINK] or speak directly with any member of the Executive Council. Your report will be reviewed by the Executive to determine if any consequences or disciplinary action should be applied. The CSRF Executive will respect an individual's desire for confidentiality and will handle all reports with sensitivity. If a member of the Executive is implicated in the complaint, they will be recused from the meeting in advance.

The CSRF Executive will determine consequences or disciplinary action, except in situations requiring police intervention. Those subject to consequences or disciplinary action will have the opportunity to respond in writing. Consequences of engaging in prohibited behaviours may include: a written warning, being asked to leave the meeting or event without refund, being denied permission to attend future meetings, being removed from the listserv, or, having their CSRF membership revoked. The duration of the consequence or disciplinary action may vary, at the discretion of the CSRF Executive.

Reporting Form:

It is important to be mindful of the physical safety and discretion of the parties involved when making a report, particularly for the safety of perceived victims when reporting as a witness.

1. Would you like to make this report anonymously or will you include your name?
 - a. I would like to make the report anonymous.
 - b. I would like to include my name in this report: [text box]

2. Were you directly involved in this incident, or did you witness this incident take place between two or more other parties?
 - a. This incident happened to me.
 - b. I witnessed the incident happen between two or more other parties.
3. Where did this incident take place?
 - a. CSRF Scientific meeting – during the official program (e.g., poster session, presentations)
 - b. CSRF Scientific meeting – during a social event organized by CSRF (e.g., social excursion or mixer)
 - c. CSRF Scientific meeting – during unsanctioned events (e.g., social event not organized by CSRF, such as dinner with conference attendees)
 - d. Other event/activity (e.g., committee meeting or workshop)
 - e. On the listserv
4. When did this incident take place?
 - a. Specific or most approximate date to your knowledge: _____
5. Please describe the incident below: