



BIRDS NEW ZEALAND CODE OF CONDUCT

Birds New Zealand | Te Kāhui Mātai Manu o Aotearoa (hereafter Birds NZ) is committed to providing a safe, harassment-free environment for our members and participants engaging in Birds NZ events and activities, regardless of aspects including but not limited to gender, sexual orientation, disability, physical appearance, age, race, ethnicity, political affiliation, socioeconomic status, nationality, language, or religion. As a community, we are dedicated to maintaining a cooperative, respectful environment, and do not tolerate harassment of any kind. Sexual, hostile, profane, obscene, or other discriminatory language, behaviour or imagery is not appropriate at any Birds NZ-funded, sponsored, or organised events, or within communications either internal or external to the Birds NZ Council, specialist committees, regional activities or other events, or via social media. Participants at Birds NZ events violating these rules may be sanctioned or expelled at the discretion of the organisers or the Birds NZ Council. Participants or members asked to stop any harassing behaviour are expected to comply immediately.

Implementation

It is the responsibility of the Birds NZ community as a whole to promote an inclusive and positive environment for our activities. If you are being harassed, notice someone else being harassed, or have other concerns, please contact a member of the Birds NZ Council, or the regional representative, or where appropriate, a member of the local event organisers.

Protocol for conflict resolution

1. If you are being harassed, notice someone else being harassed, or have other concerns, please immediately contact a local event organiser, the regional representative, and/or a member of the Birds NZ Council. They will assist you, by contacting security or local law enforcement, provide escorts, or otherwise assist to help the victim feel safe for the duration of the event.
2. If you are being harassed via email or social media, you may contact the Birds NZ President (president@birdsnz.org.nz) or any other member of the Birds NZ Council and send emails or screenshots.
3. The Birds NZ Council will require anyone engaging in harassing behaviour to stop immediately or face expulsion from the event or from the Society or other sanctions.
4. Sanctions could include supporting the member to lodge a formal complaint with the NZ Police, or through other appropriate channels.
5. If any individual encounters problems or issues attempting to help a victim of harassment while following our anti-harassment policy and protocol, they are encouraged to engage with the Birds NZ Council for clarifications and/or to seek revisions. The Birds NZ Council is open to revising any part of our policy or protocol if needed to ensure a safe and welcoming community in which harassment is not tolerated.