

# The Deep-Sea Biology Society

## Code of Ethics and Professional Conduct

On 3 August 2020, The Deep-Sea Biology Society Trustees approved this text for approval by the membership, who accepted it at the Annual General Meeting on 20 August 2020.

### Preamble

The Deep-Sea Biology Society (DSBS) was organised by scientists who recognised a need for an organisation to meet the requirements of deep-sea biologists. The mission statement of the DSBS is “the advancement of education for the public benefit in deep-sea biology by the operation of a scientific society to promote the exchange of information, the promotion and dissemination of deep-sea research, to foster the next generation of deep-sea biologists and to promote demographic diversity in the study of deep-sea biology.” To fulfill this mission, we ask the membership to conduct themselves to the highest ethical standards as members of the Society and in their professional activities.

The purpose of this Code of Ethics and Professional Conduct is to provide guidance on the standards to which members should strive to adhere and to set forth enforceable rules of unethical conduct that may result in termination of membership as indicated in the DSBS Constitution Clause 9 subclause 4. Sections of this Code labeled as mandatory standards are firm requirements. Any member found to have violated the mandatory standards will be in violation of this Code and may have their membership terminated as indicated in the DSBS Constitution Clause 9 subclause 4.

Membership in the DSBS commits members to the standards of this Code of Ethics and Professional Conduct. Members are advised of this obligation upon joining and renewing their membership in the Society, and that violations of these standards may lead to the termination of membership. DSBS members may be reviewed under these standards if the activity is part of or affects their scientific and professional functions or personal activities conducted via public forum, such as social media activities. Private personal activities are not subject to the Code of Ethics and Professional Conduct.

### Filing complaint

A member may file a complaint or ask questions about the Code of Ethics and Professional Conduct by sending an email to [ethics@dsbsoc.org](mailto:ethics@dsbsoc.org).

### Ethical Standards

#### ***Professional Competence, Integrity, and Responsibility***

DSBS members strive to:

Avoid research misconduct, fabrication, falsification, and plagiarism (**mandatory**).

Be honest, fair, and responsible in their professional activities.

Acknowledge limitations of their research competence and research design, data, and analyses.

Claim authorship only when they contributed substantially to the conception, design, data collection, data analysis, or data interpretation AND have helped draft or revise and approved the manuscript.

Promote the use of unbiased, reliable information and rigorous scientific methodology in their research and that of their colleagues and students.

Recognize and report conflicts of interest to prevent personal interests, compensation, and relationships from interfering with professional activities.

Share information with colleagues, students, and the public to promote collaborations and dissemination of knowledge.

Treat colleagues and other contacts with respect.

Promote diversity and inclusivity in professional activities.

Promote work and acknowledge contributions of colleagues, subordinates, and students.

Contribute to the training and mentoring of future deep-sea biologists.

Protect confidential and proprietary data.

Conduct research safely in laboratory and field settings, and report violations and incidents to appropriate authorities.

### ***Respect for Human Rights and Diversity***

DSBS members strive to:

NOT discriminate or harass a fellow human based on race, ethnicity, color, national origin, ancestry, sex, creed, religion, age, genetic information, sexual orientation, gender identity or expression, disability, veteran status, marital status, medical condition, pregnancy, education, class, political affiliation, parental status, or any other personal characteristic **(mandatory)**.

NOT harass or bully others for their personal characteristics or professional activities **(mandatory)**.

Not harm, intimidate, coerce, and/or sabotage an individual's professional or academic work or efforts **(mandatory)**.

NOT retaliate against a person for filing a complaint **(mandatory)**.

NOT sexually harass another person (i.e., do not make unsolicited or unwelcome sexual advances, request for sexual favors, have unwelcome or unsolicited conversations about personal sexual activities, and perform any other verbal or physical conduct of a sexual nature) **(mandatory)**.

Not exploit employees or students (i.e., only delegate responsibilities that they can reasonably perform independently or with supervision based on their education, training, and experience).

Promote a culture of respect, fairness, inclusivity in professional activities.

Promote a supportive, respectful, inclusive and welcoming environment that encourages open and honest communication and sharing of a diverse point of views from diverse backgrounds.

Treat others, including students and subordinates with respect.

Provide a safe and supportive environment to encourage learning and professional development.

Promote diversity and inclusivity when organizing symposia, panels, and other invitational professional sessions.

If you choose to do so, consume legal intoxicants responsibly in professional settings.

Use unbiased, legitimate criteria when conducting professional activities and providing professional opportunities to students, colleagues, and other professional contacts.

## **Process used to create this Code of Conduct**

Code of Conducts from the following societies were reviewed and used as a guide: American Sociological Association, Geological Society of America, and the Society for Conservation Biology. The draft, developed on 2 July 2020, was circulated among Trustees for review and editing and voted upon at the 22 July Trustees Meeting for sharing with the Membership on 27 July 2020. Membership was provided 4 days to provide input before the final version was submitted to membership on 6 August 2020 for a vote on 20 August 2020 at the Annual General Meeting.