

Botany Conference Code of Conduct

All of the participating scientific societies in BOTANY Conference have adopted the following Code of Conduct. Please read it carefully. Establishing this Code of Conduct is intended to prevent incidents of harassment, discrimination, and violence, and to maintain the high quality of scientific discourse that our members have come to expect from BOTANY conferences.

The BOTANY conference is committed to providing a safe, inclusive and productive meeting environment that fosters open dialogue and the exchange of scientific ideas, promotes equal opportunities and treatment for all participants, and is free of harassment and discrimination. The participating societies in BOTANY conference will make every effort to maintain an environment that is free of harassment, even though we do not control the behavior of third parties.

All registrants, guests, volunteers, exhibitors, staff, contractors, vendors, venue staff, and others in attendance are expected to abide by this Code of Conduct at all venues at BOTANY conference, including ancillary events and official and unofficial social gatherings.

Unacceptable behavior includes (but is not limited to):

- intimidating, harassing, abusive, discriminatory, derogatory or demeaning speech or actions by any participant in BOTANY conference, at all related events, and in all communications carried out in the context of BOTANY conference
- harmful or prejudicial verbal or written comments or visual images related to gender, sexual orientation, race, religion, disability, age, appearance, or other personal characteristics
- inappropriate or gratuitous use of nudity, sexual images, or stereotyped images in public spaces (including presentation slides)
- intimidation, stalking or following;
- loud outbursts or sustained disruption of talks or other events
- unwelcome and uninvited attention or contact
- physical assault (including unwelcome touching or groping)
- real or implied threat of physical harm
- real or implied threat of professional or financial damage or harm

Retaliation for reporting unacceptable behavior is a violation of the Code of Conduct. Vigilantism is itself also a violation, and this includes any communications (including social media) that could be perceived as shaming or threatening. Once a report has been made to the Ombudsperson, all participants must give the process time to work.

Falsely reporting unacceptable behavior is a violation of the Code of Conduct.

The meeting organizers, Society staff and Society executive officers reserve the right to enforce this code of conduct in any manner deemed appropriate. Anyone violating the code of conduct may be: (a) warned to cease the behavior and that any further reports will result in more serious sanctions (b) expelled from the meeting (without refund), and/or (c) prohibited from attending future meetings indefinitely or for a period of time (d) removed from membership in any or all of the partner societies involved in BOTANY conferences and/or (e) held accountable through notification of the individual's employer of the action taken regarding this violation.

The participating societies shall not be responsible for any defamatory, offensive, or illegal conduct of BOTANY conference participants, and shall not be held liable for personal injury, property damage, theft or damage of any kind suffered by the participants at or in connection with the BOTANY conference. By registering for and attending the annual BOTANY Conference, each participant acknowledges that they have read this Disclaimer, and expressly releases the Societies and its board members, directors, officers, employees, or agents from any and all liability in connection with such Conference.

Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety, or a criminal act should contact 911. Those witnessing a potential criminal act should also take actions necessary to maintain their own personal safety.

NEW for BOTANY 2023!

In 2023, the BOTANY Conference is testing out an Ombuds/mediation process that is more restorative in nature and slightly different than the Ombuds services offered in previous years.

BOTANY Ombuds/Mediation Services

To receive ombuds/mediation services for the conference, you can either find us in person if you see us walking around, call, or if you'd like us to reach out to you, please complete the following contact form link for Ombuds/Mediation Services:

<https://forms.gle/EiSRF3RLmJMpWSyH8>

Contact by phone:

We will try our best to answer your phone call during live conference hours (7/21-7/26, 9am-5pm). If you reach our voicemail during the above times or after hours, please provide your name and call back number and one of our team members will follow up with you during live conference hours and no later than 24 hours. We will contact you by phone and if we can't reach you, we will leave you a voicemail. Once we follow up with you via phone, we can determine if you'd like to be followed up with in person or prefer to continue over the phone. Please try the primary line first. Secondary line can only provide telephone remote support.

Primary: (917-912-0882) Alternate number: (323-609-3212)

What are Ombuds and Mediation Services?

At its most basic level, the Conference Ombuds offers a caring resource to voice your concerns, evaluate your situation, organize your thoughts, and identify your options. It can be a good first step if you don't know where else to turn or how to proceed with your situation. Serving as a designated neutral, the Conference Ombuds's primary responsibility is to provide independent, confidential, informal, and impartial assistance to the conference community. The Conference Ombuds assists individuals and groups in the management of conflict and the resolution of problems. Collaborative dispute resolution is encouraged whenever possible and mediation services are available on request.

The Conference Ombuds Service operates with strict confidentiality and keeps no records identifying visitors. The Ombuds does not get involved in or report to any formal processes or conduct formal investigations. The Ombuds is independent and impartial. All of the Ombuds' services and guidance are available to anyone who has a concern that is related to interactions with others they experience while attending BOTANY. As an independent, neutral, confidential, and informal resource, the Conference Ombuds does not accept legal notice for BOTANY. **If you wish to go on record about a problem or put BOTANY on notice, the Conference Ombuds can offer information on how to do so. The Conference Ombuds also provides referrals to other resources and services that may help you address your concern.**

The Conference Ombuds will meet with you in person, by telephone, or via Zoom between 9am-5pm during conference days and are available in person between the hours of 9:00 a.m. to 5 p.m. You can

ask to meet with an Ombuds via phone or in person (we will be walking around the conference if not currently meeting with anyone). Please see above for contact form link and phone number.

The Conference Ombuds is an advocate for fairness and equity and does not take sides on behalf of any individual or cause. While maintaining impartiality and confidentiality, the Conference Ombuds may make recommendations to conference leadership regarding policies, practices, and procedures.

Reporting a Code Violation to the Code of Conduct Committee

After contacting the Ombuds and discussing your concerns, if you decide that you wish to report a violation to the Code of Conduct Committee (a committee composed of representatives from all the scientific societies involved at BOTANY Conference), then the Ombuds can help you do so. You can also email the committee directly at: CoC@botany.org

All complaints will be treated seriously and responded to promptly.

All reports are confidential and only the Ombuds (if requested), the Code of Conduct Committee, and anyone involved in carrying out sanctions will be aware of the report

Process for Investigating a Code Violation

After a code violation has been reported to the Committee, inquiries may be made (with the permission of the reporter), including interviewing other witnesses to the event or incident of concern. If an incident is deemed a violation, the Code of Conduct Committee (composed of one representative from each participating society) shall deliberate on the nature of the violation, reach a decision on an action to be taken, and convey that information to the Ombudsperson and/or the reporter. The Ombuds may assist in conveying that message and decision of the Committee to the participant that has been reported in violation and, to anyone involved in carrying out sanctions if that is deemed necessary, and if requested, to the person who directly experienced the harassing behavior.

Who are the conference ombuds/mediators:

Bathabile K. S. Mthombeni (She/Her/Hers)



Bathabile K.S. Mthombeni, J.D, M.S.LOD, PCC is the University Ombudsman for Binghamton University. She is also a coach and mediator, and the founder of Untangled Resolutions, providing DEIB policy, process, and procedure development and implementation services to schools and other organizations. Untangled Resolutions also provides Racial Intelligence and Racial Mindset coaching, training, and dialogue facilitation services primarily to White members of leadership teams and DEIB committees. Finally, Untangled Resolutions provides external ombuds services, leadership coaching, mediation, conflict management workshops, and conflict management systems design services.

As an organizational development practitioner, Bathabile helps organizations to take their DEIB statements from aspiration to action. As a mediator and coach Bathabile is passionate about

helping people to learn how to communicate better, resolve their differences, and find the highest expression of their best selves.

Bathabile earned an A.B. in Sociology, *cum laude*, from Princeton University, a J.D. from Columbia Law School, and a graduate coaching certificate and M.S. in Leadership and Organizational Development from the Naveen Jindal School of Management at the University of Texas at Dallas. She holds a PCC level certification from the International Coach Federation.

She is a dedicated human companion to her dogs, MuShu, Mandla, Carmel, Bambi and Bella. She is an avid yarn crafter and a singer/songwriter/guitarist who has performed on New York City's subway platforms and once lived in a tent.

Dr. Laura P. Minero (She/Us/Our/Ella)



Dr. Laura Minero (She/Us/Our/Ella) is a Latinx, queer, gender expansive and formerly undocumented, bilingual and bicultural, immigrant licensed psychologists who specializes in working with BIPOC, 2SQ+T+, Spanish-speaking and immigrant youth and adults via her labor of love, Yolotl Libre Therapy, Training, and Consulting. As founder of Yolotl Libre, she serves as an anti-racist, community healing, liberation, 2SQ+T+ and trauma-informed, culture of health consultant and has given over 150 keynote speeches and trainings for international and national audiences. Dr. Minero earned her Ph.D. in Counseling Psychology from University of Wisconsin-Madison in August 2020. She is a peer-reviewed scientific author and her scholarly work has included contributing to scientific consensus studies used to inform national policy as a 2019 Christine Mirzayan Science Policy and Technology Fellow with the National Academies of Sciences, Engineering, and Medicine. Her research with undocumented and asylum-seeking transgender immigrants and the intersections of transphobia, racism, and trauma was supported by prestigious Ford Foundation Predoctoral and Dissertation Fellowship awards. Her dissertation critiqued U.S. Detention and Asylum-seeking processes for incurring trauma and psychological sequelae on Latinx, transgender immigrants and earned APA's Division 44's (Society for the Psychology of Sexual Orientation and Gender Diversity) 2020 Transgender People and Gender Diversity

Research Award, the National Latinx Psychological Association's Outstanding Dissertation Award, Association for Hispanics in Higher Education 1st Place Dissertation Award, and the 2022 Outstanding Dissertation Award from the Committee for Global Psychology, American Psychological Association. Dr. Minero has received several state and national awards in recognition of her reforming and re-imagining oppressive systems that primarily and adversely impact communities of color, immigrants, and 2SQT+/LGBTQ+ folx via community healing and love centered approaches. Dr. Minero was featured by Our Live's Magazine as an influential leader on their Queer People of Color 2017 Pride List and received the 2017 Alix Olson Award for the Promotion of a Tolerant and Just Community and University of Wisconsin-Madison's 2020 Outstanding Woman of Color Award in recognition of her advocacy. She has also received awards from the National Latinx Psychological Association and American Psychological Association's Division for Counseling Psychology and the Society for the Psychological Study of Culture, Ethnicity, and Race.