

**Code of Conduct**  
**Comparative Neuromuscular Biomechanics Working Group**  
Initial draft July 26, 2020

**CNB is committed to be an open, inclusive, supportive, and kind venue for great science**

Excellent science requires creative thinking from many different perspectives. The Comparative Neuromuscular Biomechanics (CNB) working group aims to build a community that supports open discussion and exchange of ideas among individuals from many different backgrounds. Open scientific discussion requires mutual trust and respectful treatment of all individuals, with shared commitment to upholding the highest standards of academic integrity and respectful professional behavior.

CNB is committed to making our community inclusive to all scientists, regardless of race, skin color, national or ethnic origin, gender, gender identity or expression, religion or religious belief, pregnancy, age, marital or partnership status, sexual orientation, disabilities, medical condition, military or veteran status, or any other personal characteristic. If any individual feels that CNB activities or practices have unfairly excluded them, please reach out to the Diversity, Equity and Inclusion Officer to discuss it. We can't promise to get everything right the first time, but we can promise to listen to your concerns, take them seriously and try to improve our practices based on feedback.

CNB meetings should provide an opportunity to discuss, explore and debate different scientific viewpoints in a respectful, civil and fair manner. We aim to create an environment that supports lively scientific discussion in an environment free from harassment and discrimination. We expect all participants in CNB activities and meetings to uphold the standards of behavior described in this code of conduct.

**Behaviors that violate the Code of Conduct:**

**Harassment** refers to any unwelcome behavior that intimidates, humiliates, alarms, or otherwise causes substantial emotional distress and serves no legitimate purpose. This includes but is not limited to: verbal or written comments about personal characteristics (epithets, slurs, invoking stereotypes), intimidating or hostile acts, denigrating jokes, negative or dismissive comments or gestures, disrespectful disruption of presentations or discussions, display or circulation of offensive or unwelcome imagery. Harassment intended as a joke is still harassment. Subtle behaviors such as talking over, cutting off, dismissing or ignoring another person can rise to the level of harassment, particularly if the behavior is persistent and directed at specific individuals.

**Sexual harassment** is any unwelcome conduct of a sexual nature, including any sexual advances or requests and verbal, written or physical conduct of a sexual nature. Behaviors of a sexual nature often invoke power dynamics and create a less welcoming and more hostile environment for everyone, including those who may not have been the direct target of the specific instance of the behavior. Furthermore, behavior that is acceptable to one person may be unwelcome to another. We therefore suggest that, as a general rule, behaviors of a sexual nature, or that might be reasonably perceived by others as such, should be avoided in a professional setting.

Behaviors that may constitute sexual harassment include flirtations, advances or propositions, comments about another person of a sexual nature, sexually degrading words used to describe an individual, display of suggestive objects or images, explicit jokes or innuendo, unwanted or unnecessary touching. Behaviors that may constitute sexual harassment are aggravated by any position of power or authority because those in a junior position may be reluctant to express their discomfort and objections.

**Reporting violations of the Code of Conduct**

If you experience or witness any violations of the code of conduct, we encourage write down or record the details for future reference and report the incident to CNB as soon as possible for investigation. If you feel comfortable doing so, you can report directly to the Diversity, Equity and Inclusion Officer and/or the Chair of CNB. Alternatively, if preferred, an anonymous report can be made through the CNB website link <https://forms.gle/7Ww28oW71sCYWsdY8>. However, please note that anonymous reporting may limit our ability to directly investigate the incident. The person who has experienced harassment or reports an observed instance of harassment will not be required to discuss the incident

directly with the offending party unless they feel comfortable and wish to do so. If you feel unsafe or threatened and the circumstances warrant it, call security and or 911 for assistance. All reports will be treated seriously, investigated and addressed promptly. We will take appropriate actions according to the severity of the reported behavior. We will maintain privacy to the extent possible and as allowed by law.

Please note that virtual/online events will be recorded for scientific purposes and these recordings may also be used to investigate alleged violations of the Code of Conduct.

### **Disciplinary action**

Individuals who violate the Code of Conduct will be subject to disciplinary action, as will individuals who make maliciously false accusations. Disciplinary actions will be based on the severity and persistence of the behaviors. These actions may consist, at minimum, a written warning and requirement to undertake appropriate training before engaging in future CNB events. If the severity warrants it, action might also include immediate ejection from the meeting, reporting the behavior to the violator's Title IX officer (or equivalent) and barring from future CNB events.

### **Retaliation is prohibited**

Any form of retaliation is a violation of the code of conduct, regardless of whether or not an alleged violation of the Code is substantiated upon investigation. Retaliation is a serious violation of the Code of Conduct regardless of the severity or outcome of the originally reported incident. Any retaliatory behaviors should be reported through the same process above.

### **Appeals**

In the event that an individual is not satisfied by the outcome of an investigation or the actions taken as a result of the investigation, an appeal can be submitted to the CNB board officers, who will consider any additional information or evidence provided in the appeal.

### **CNB affiliation with ISB and other societies**

Note that as CNB operates in affiliation with the International Society of Biomechanics and in collaboration with other societies including American Society for Biomechanics and others. This Code of Conduct is therefore not exhaustive, and participants are also expected to review and follow the relevant Code of Conduct of the partner societies of any CNB event. Incidents can be reported to CNB if they occurred during the CNB specific events or involve individuals affiliated with CNB but took place during the larger society meeting affiliated with the CNB event. In the latter case, individuals are encouraged to also report the incident to the larger society through their relevant reporting procedures.