



Membership Code of Conduct

Purpose

Membership of the Linnean Society is open to all those who share an interest in the natural world, contribute in some way to our vision and align with our values.

At the Linnean Society, we are committed to providing a professional, safe, friendly and welcoming environment. We believe everyone involved with us should be treated with dignity and respect. This includes our staff, volunteers, Trustees, members, contributors to our programmes and publications, supporters, event attendees and visitors. People should feel they are in a supportive and safe environment.

This Code of Conduct is applicable to all members (i.e. all Fellowship and Associate categories). It will be given to all new members and may be re-sent at a later stage as a reminder, if necessary. Failure to observe this Code of Conduct may result in a member being liable to disciplinary procedures.

Members acknowledge that Council reserves the right to update this Code of Conduct at any time. The latest version is available on request.

Vision and Values

The Linnean Society's vision is a world where nature is understood, valued and protected. Our values are:

- We are a diverse community of people united by an active interest in nature, its management and conservation.
- We aim for excellence and integrity in all areas of our activity.
- We use our income and other finances to fulfil our charitable function and declared mission.
- We promote science to all sectors of society.
- We value diversity and seek to broaden the inclusion of groups currently under-represented in natural history.
- We are an expert voice concerning relevant major issues and challenges of our time.

Behaviour

All members of the Society have a duty to:

- Observe the provisions of the Linnean Society Charters, Bye-Laws and Standing Orders.
- Conduct themselves with honour and integrity, both in the practice of their profession and at a personal level.
- Respect others at all times, and interact with them in a fair, polite, and inclusive manner by being aware of and limiting any biases.
- Treat staff and volunteers with respect and professionalism.
- Conduct communications in a polite and respectful manner, avoiding inappropriate comments or other actions that might cause offense. This applies to any communications including, but not limited to, emails, on our membership platform, social media or at any of our events (whether online or in person).
- Communicate and respect boundaries, bearing in mind that they are different for everyone.
- Ensure that the expression of any personal beliefs is tactful, professional and does not compromise the right of other individuals to feel safe and respected. The Society is a forum for discussion and we want all to feel they can be, and want to be, involved. As such, members have a special duty to ensure that the tenor of debate is welcoming and does not intimidate or discourage others.
- Encourage a culture that supports the reporting and resolution of allegations, suspicions or concerns about abuse of any kind or inappropriate behaviour (see below).
- Further the interests of, and maintain the reputation and welfare of, the Society.

The Linnean Society will not tolerate any form of intimidation, harassment, abuse, discrimination and/or derogatory or demeaning speech or actions. We will not tolerate any harmful or prejudicial verbal or written comments or visual images with harmful or prejudicial content related to gender, sexual orientation, race, religion, disability or other personal characteristics, including those protected by law. In this regard we will be swift to act in response to any allegations of discriminatory behaviour towards anyone involved with us.

We expect our members to help us go beyond protected characteristics to build an inclusive and welcoming culture in which diversity is celebrated and efforts to improve people's wellbeing and mental health are promoted.

Breaches of the Code

Bye Law 7.2c states that 'A Fellow shall be liable to disciplinary proceedings if alleged to have failed to observe the Charters, Bye-Laws, Standing Orders, Code of Conduct, or terms and conditions of membership'. The disciplinary proceedings are outlined in the Standing Orders, which are available on the Society's website.

Reporting a breach

If you have evidence that a member has breached the Code of Conduct, please first raise it with our Membership Officer by sending an email to membership@linnean.org. Our Membership Officer will explain the options available, including the process outlined in the Standing Orders for making an official complaint which will trigger the disciplinary procedure.