

LAURENTIAN SETAC Code of Ethics, Code of Conduct, and Participant Release Agreement

**BY SIGNING THIS DOCUMENT, YOU WILL WAIVE CERTAIN LEGAL RIGHTS.
PLEASE READ CAREFULLY.**

By providing your name and signature on the “Participant Sign In” form – you (“the Participant”) agree to abide by the Laurentian SETAC Codes of Ethics and Conduct and this Release, Waiver of Liability and Indemnity, Medical Treatment Authorization and Photographic Release Agreement (“the Release”).

CODE OF ETHICS

Our Code of Ethics aligns with the larger SETAC code of ethics available here:
<https://www.setac.org/page/SETACEthics>

The Laurentian Chapter of the Society of Environmental Toxicology and Chemistry (“L-SETAC”) requires all governance members, members, volunteers, guests, exhibitors and sponsors (collectively, “Participants”) to adhere to the highest standards of integrity and professionalism. To ensure a strong and successful organization, our activities require honesty and equity and must reflect well on L-SETAC. All Participants must strive to be good stewards of environmental resources and effective and objective contributors to the environmental discussion globally as well as locally.

Professional behavior and integrity are also required of every Participant during L-SETAC meetings, workshops and activities.

Each Participant in L-SETAC meetings and activities, by signing this document, agrees to be bound by this Code of Ethics and must:

- Conduct themselves and their work responsibly and with integrity, in an objective, lawful and non-discriminatory manner;
- Observe the spirit of the tripartite structure of SETAC, including professionals from academia, government and industry, by respecting the rights, interests and contributions of all professional colleagues;
- Observe the spirit of research integrity as explained in the [SETAC Declaration on Research Integrity](#);
- Refrain from practicing or condoning harassment of any kind;
- Objectively and clearly communicate scientific methods, understanding and knowledge in an honest, professional and unbiased manner;
- Ensure that presentations during society-sponsored events and other communications are restricted to and based on sound scientific principles and made in a respectful manner;

- Respect intellectual property and shared-ownership of data, providing appropriate attribution for all shared data and intellectual property arising elsewhere;
- Disclose potential conflicts of interest;
- Not knowingly make false or misleading statements or engage in activities that could reasonably be viewed as defamatory about a professional colleague or an organization;
- Recognize and respect confidentiality while being honest and forthcoming in all issues of public record;
- Refrain from representing themselves as spokespersons for L-SETAC without the express authorization of L-SETAC's currently elected Board of Directors; and
- Conduct research and related activities so as to avoid or minimize adverse environmental effects of that research and ensure compliance with legal requirements for protection of researchers, human subjects, and research organisms and systems.

CODE OF CONDUCT

Our code of conduct aligns with the larger SETAC code of ethics available here:

<https://www.setac.org/page/SETACConduct>

L-SETAC provides open, safe forums for the purpose of exchanging ideas and information on the study, analysis and solution of environmental problems, the management and regulation of natural resources, promotion of scientific research and the development of strong environmental education.

Each member of L-SETAC and all Participants in L-SETAC meetings and activities are bound by this Code of Conduct and must:

- Avoid inappropriate and discriminatory actions. The diversity of human cultures, races, religions, ethnicities, nationalities, sexual orientations, gender expressions, gender identities, marital statuses, political affiliations, visible and unseen disabilities, employers, levels of employment and educational backgrounds brings unique perspectives to our organization. Discrimination based on any of these, or other less apparent differences, will not be tolerated.
- Be professional. Refrain from using insulting, harassing or otherwise offensive language in L-SETAC interactions. Disruptive, harassing or inappropriate behavior towards Participants, L-SETAC staff or other scientists, will not be tolerated.
- Conduct themselves responsibly, objectively and with integrity (see Code of Ethics), in an objective, lawful manner.
- Respect personal boundaries. Boundaries set by others must be observed. Harassment of any kind, including unwelcome sexual advances and requests for sexual favors, sexually graphic statements, or any other verbal or physical abuse will not be tolerated.

L-SETAC CONFERENCE AND SHORT COURSE RELEASE, WAIVER OF LIABILITY AND INDEMNITY, MEDICAL TREATMENT AUTHORIZATION AND PHOTOGRAPHIC RELEASE AGREEMENT ("RELEASE")

This Release is executed in favour of the Laurentian Chapter of SETAC, all conference partners, all its directors, officers, all persons for whom it is responsible at law and its successors and assigns ("L-SETAC") in consideration of the voluntary participation in Laurentian SETAC Conference and AGM, and Short Course activities.

As The Participant ...I/we, on my/our own behalf and on behalf of my/our heirs, executors, estate trustees with or without a Will, administrators, next of kin, next of kin, employer, successors and assigns:

(ASSUMPTION OF RISK)

1. agree, acknowledge and understand that participation in any meetings or other activities of L-SETAC will include activities, whether indoor or outdoor, which may involve some degree of danger or risk to my safety and which may occur during inclement weather. These activities may include handling of organisms (fish, invertebrates), the use of sampling equipment (electrofishing gear, nets and traps), travel, whether by boat, motor vehicle, or foot, over rough terrain, in water or watercourses, and all such other activities as L-SETAC may choose to offer to me and in which I may choose to participate ("the Activities");
2. agree, acknowledge and understand that while L-SETAC endeavours to protect the health and safety of the Participants in the Activities, such Activities are not without risk;
3. agree to assume all risk of injury or harm to myself or ourselves in the Activities, even in the event of the negligence or gross negligence of L-SETAC;

(RELEASE, WAIVER OF LIABILITY AND INDEMNITY)

4. hereby release L-SETAC, its members, officers, directors, employees, volunteers and independent contractors and all other Participants from all liability, whether direct or indirect, and waive all claims, demands, damages, costs, expenses, actions or causes of actions arising out of or in consequence of any death, injury, loss or damage to my person or property, however caused, while attending at or participating in the Activities; including but not limited to, breach of the Occupier's Liability Act;
5. hereby waive and release L-SETAC, its members, officers, directors, employees, volunteers and independent contractors and all other Participants from any recourse which I may now or hereafter have resulting from any decision of L-SETAC or its members, officers, directors, employees, volunteers and independent contractors or any other Participants;
6. agree to indemnify L-SETAC, its members, officers, directors, employees, volunteers and independent contractors and all other Participants from, and assume full responsibility for, any claims demands, damages, costs, expenses, actions or causes of actions it may incur arising out of or in consequence of any death, injury, loss or damage due to my participation in the Activities;
7. acknowledge that I/we have carefully read this Release, that I / we fully understand same, and that I am (we are) freely and voluntarily executing same;

8. acknowledge and understand clearly that by signing this Release I / we will be forever prevented from suing or otherwise claiming against L-SETAC, its members, officers, directors, employees, volunteers and independent contractors and all other Participants with respect to any matter arising from the Activities;

(MEDICAL TREATMENT)

9. consent (if unable to provide it or deny it myself) in the event of injury or illness occurring or incurred while a Participant in any of the Activities to receive first aid and /or any further medical attention that potentially may be required to the extent determined by, and at the discretion of L-SETAC, emergency medical services, and licensed medical professionals;

(COVID-19)

10. acknowledge and understand that L-SETAC cannot guarantee or in any way represent that I / we will not become infected with COVID-19 through my / our participation in any L-SETAC Conference and AGM, Short Courses, Activity or other meeting or activity of L-SETAC. I / we understand that participation increases the risk of contracting COVID-19.

(PHOTOGRAPHIC RELEASE)

11. agree to grant permission for images of me / us captured during regular L-SETAC Activities through video, photo and digital camera, to be used solely for the purposes of updating the L-SETAC website, advertising, reports, and publications and do hereby waive any rights of compensation for such use or ownership of or any other rights in such images;

(OTHER)

12. agree that this Release shall be governed by the laws of Ontario;

13. agree that if any portion of this Release is held invalid by any court of competent jurisdiction, the invalidity of such clause or provision shall not otherwise affect the remaining provisions of this Release which shall continue in full legal force and effect; and agree that no oral representations have been made.

This Release may be kept by L-SETAC in its records for a period of no more than 6 years, at which point this Release will be destroyed, unless its continued retention is required for any lawful purpose.

By providing your name and signature to the “Participant Sign In” form you acknowledge having read and understood this Release and the Terms and Conditions.

