



24th Congress of the Entomological Society of Southern Africa

8 – 11 July 2025 | University of the Free State, Bloemfontein



Code of Conduct for attendance at the 24th Congress of the Entomological Society of Southern Africa

By attending the ESSA XXXIV Congress, you agree to adhere to all the regulations as set out in the code of conduct below.

Congress Code of Conduct Policy:

The ESSA works to promote an inclusive environment at its meetings and events that is welcoming, safe, collaborative, supportive, and productive for all attendees, including volunteers, exhibitors, and service providers, and that values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among these attendees. To that end, we expect meeting attendees to abide by the following Congress Code of Conduct:

Expected Behaviour

- Treat everyone with respect and consideration.
- Communicate openly and thoughtfully with others and be considerate of the multitude of views and opinions that are different than your own.
- Be respectful in your discussion and critique of ideas.
- Be mindful of your surroundings and of your fellow participants. Alert ESSA committee members if you notice a potentially troubling or dangerous situation, someone in distress and/or unacceptable behaviour*.
- Respect the rules, policies, and requests of the Society and all venues associated with the meeting.
- Uphold and support ESSA's commitment and actions to improve the events environmental and social impacts and promote equity, inclusion and diversity.

Unacceptable Behaviour*

- Criminal offenses.
- Participation or promotion of harassment, intimidation or discriminatory behaviours in-person or other associated activities organized by ESSA.
- Overt, subtle, physical, verbal, or non-verbal abuse of any attendee, speaker, volunteer, sponsor, exhibitor, ESSA committee member, service provider or other meeting or event guest.
- Disruption of talks at the ESSA XXIV Congress or other associated activities organized by The ESSA.

**Examples of unacceptable behaviour include, but are not limited to inappropriate comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, or breastfeeding; inappropriate use of nudity and/or sexual images in public spaces or presentations; inappropriate sexual advances or touching; threatening, bullying, harassment (sexual or otherwise), discrimination or stalking of any attendee, speaker, volunteer, sponsor, exhibitor, ESSA committee member or service provider.*

Consequences

- Anyone requested to stop unacceptable behaviour is expected to comply immediately.
- ESSA Committee or security may take any action deemed necessary and appropriate, including immediate removal from the meeting without warning or refund.
- ESSA Committee will report criminal offenses to local authorities and reserves the right to report a possible criminal offense where appropriate.
- ESSA Committee reserves the right to prohibit attendance at any future meetings.

Process for Reporting Unacceptable Behaviour

If you are the subject of unacceptable behaviour or have witnessed any such behaviour, please immediately follow these steps:

1. Remove yourself from the situation and find a safe space. In the case of a medical or criminal emergency, contact event security and/or local emergency response authorities.
2. In non-emergency situations, you also have the right to report a criminal (or possible criminal) offense to event security and/or local authorities.
3. Report an incidence of unacceptable behaviour. Provide your name, contact information and a brief description of the concern. This message will be immediately forwarded to the appropriate Safety Officer who is trained to handle code of conduct concerns with professionalism, sensitivity and confidentiality.
4. All concerns relating to unacceptable behaviour will be treated seriously and addressed promptly. Complainants will remain in control of the process and the Safety Officer will outline options available to deal with the situation promptly, effectively, and in a manner that the complainant finds most suitable."
5. Depending on the nature of the issue, additional information, security, or local police may be needed to address the situation appropriately.

The ESSA XXIV Congress Organising Committee