



SOUTH ATLANTIC FISHERY MANAGEMENT COUNCIL

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Melvin Bell, Chair | Stephen J. Poland, Vice Chair
John Carmichael, Executive Director

Anti-Harassment/Code of Conduct Summary

It is expected that Council representatives, including Council staff, Council members, Advisory Panel members, SSC members, SEDAR and Citizen Science panel and working group participants, other standing or ad hoc Council working groups or Committees organized and supported by the Council any other committees, volunteers and contractors perform their duties with an adherence to a high standard of ethical conduct. All individuals are expected to act with a duty of care, commitment to the public good, honesty, integrity, equality, fairness, respectfulness and transparency to the fulfilment of the Council's obligations under the Magnuson-Stevens Fishery Conservation and Management Act as amended.

1. Representatives are reminded that nearly all meetings are open to the public and most are broadcasted through the internet to a larger audience than is visible in a meeting room. "Off the cuff remarks" can be misinterpreted and should be avoided. Inappropriate language will not be tolerated.
2. The Council recognizes that debating controversial issues and building consensus is often preceded by disagreement and encourages open and honest deliberations. However, personal attacks or intimidation will not be tolerated.
3. The Council has zero-tolerance policies for harassment based on race, religion, color, national origin, sex, age, sexual orientation, disability and for workplace violence. Any form of harassment or violence among Council representatives violates Council policy and such complaints will be investigated promptly and thoroughly and may subject the offending representative to discipline including termination and/or removal from service.
4. Any Council representative who believes they have been harassed threatened shall report the incident to the Council Chair, Executive Director or NOAA General Counsel. If you are unable to contact any of these entities, or if you have not received a satisfactory response within five business days after reporting any incident, please notify the Administrative Officer.
5. All potentially dangerous situations, including threats by other Council representatives or outside parties, should be reported immediately to the Council Chair, Executive Director and NOAA General Counsel. Contact law enforcement if the threat is imminent or entails risk of bodily harm.
6. Council representatives who make false complaints may be subject to disciplinary action.
7. The Council will not condone any form of retaliation or intimidation against individuals who report unwelcome conduct or who cooperate in the investigations of such reports in accordance with this policy.
8. Every report of a violation of the Council's harassment, code of conduct or workplace violence policies will be fully investigated, and corrective action will be taken where appropriate.