

IRECN Member Code of Conduct

1. Purpose and Scope

The International Reservoir Ecology Collaboration Network ("IRECN" or the "Network") is dedicated to building respectful, inclusive, secure and scientifically rigorous collaborative communities for global reservoir ecology research.

This Code of Conduct applies to all formal members, membership applicants, invited participants, guest speakers, volunteers, working group members, and all individuals participating in IRECN offline conferences, online seminars, working group discussions, official mailing lists, field investigation activities, academic exchanges and all other network-affiliated communication scenarios.

2. Expected Conduct

All participants shall comply with the following normative requirements:

- Treat all collaborators with dignity, basic respect and standard professional etiquette;
- Conduct inclusive and constructive communication amid differences in culture, academic disciplines and languages;
- Focus critical discussion on academic viewpoints and research outcomes rather than personal attacks against individuals;
- Strictly abide by regulations on data ownership, information confidentiality, intellectual property protection and standardized academic authorship;
- Provide true, accurate identity, institutional affiliation and research background information for official registration;
- Obey local applicable laws, activity venue management rules and reasonable arrangements & instructions issued by IRECN event organizers and the Operating Team.

3. Prohibited Conduct

IRECN explicitly prohibits the following behaviors and will not tolerate violations:

- Harassment, intimidation, workplace bullying, discriminatory speech and behaviour, and retaliatory conduct against others;
- Verbal abuse, personal threats, physical harassment and sexual misconduct of any form;
- Offensive, insulting, degrading text, pictures, videos and visual materials published and shared within network activities;
- Academic misconduct including plagiarism, research fabrication, data falsification, irregular authorship, and unauthorized access & use of unpublished experimental data and research results;
- Intentional disruption of online meetings, offline field activities, official discussion groups and IRECN official information systems;
- Unauthorized collection, disclosure and abuse of other participants' personal sensitive information.

4. Raising a Concern

Violations and inappropriate conduct can be submitted to the designated supervision contact via official dedicated mailbox: [designated contact name or role] at [contact email].

Reporters only need to provide objective facts and materials they are willing to share, and are not obligated to supplement excessive detailed evidence beyond personal comfort. IRECN will keep all reports confidential to the maximum reasonable extent. Relevant information will only be disclosed to reviewers necessary for incident investigation, or when legal disclosure is mandatory. All personal information involved in reports will be managed strictly in accordance with the official **IRECN Privacy Policy**.

5. Response & Disciplinary Measures

The IRECN Operating Team or designated activity organizer will review reported incidents comprehensively and impose proportionate disciplinary measures to protect participants and maintain network order. Available sanctions include but are not limited to:

Verbal reminder, formal written warning, temporary removal from ongoing activities, temporary suspension of participation eligibility, submission of misconduct records to the individual's affiliated academic institution or relevant regulatory authorities, permanent membership termination. For formal membership punishment decisions, the involved party shall be notified in advance and granted the right to defend themselves, except when immediate emergency protective intervention is urgently required.

6. Anti-Retaliation Clause

Retaliation against any individual who submits good-faith complaints or assists incident investigations is strictly forbidden. Deliberate fabrication of false accusations and malicious false reports also violate this Code of Conduct and will receive corresponding disciplinary sanctions.

7. Administration and Consent

This Code is administered by the Water Resources Protection Research Group, Department of Water Resources, China Institute of Water Resources and Hydropower Research (IWHR) [Operating Team / authorized body]. IWHR may update it as the Institute's activities and governance develop. IRECN may update it as the Network's activities and governance develop. The current version and date will be published on the website.

All membership applicants must tick the confirmation box: **“I have read and agree to comply with the IRECN Member Code of Conduct.”**

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