

International Association of Wildland Fire

Principles of Conduct

Living Our Values – Leading by Example

Statement of Values and Intention

The International Association of Wildland Fire (IAWF) is a professional association established to facilitate global communication about wildland fire and provide leadership through a neutral forum that considers and addresses all important, and at times controversial, wildland fire issues. IAWF is the acknowledged professional resource for local to global scale scientific and technical knowledge, education, networking and professional development for the international wildland fire community.

We have a wide-ranging mission built on a foundation of both current and future ecological, social, economic, and political considerations that affect wildland fire management. We are passionately interested in promoting a better understanding of wildland fire, improved research and information transfer, advanced operational implementation methods and standards, increased attention, consideration, and commitment to firefighter safety, and improvements in professional development. We fervently seek to promote that understanding wildland fire is vital for natural resource management, firefighter safety, and harmonious interaction between people and their environment.

In the conduct of personal and professional matters, IAWF places high importance on the values of integrity, responsibility and reputation. We are committed to maintaining high standards both within the organization and in our dealings with others in our daily lives. Our leadership has developed these Principles of Conduct to define our accepted and unacceptable ethical behaviours. It is important that our standards are defined, available, and understandable. This document establishes guidelines for all members at all times and non-members who may be participating at any IAWF conducted activities. It helps ensure that IAWF promotes, achieves, and maintains high standards of practice and it provides a benchmark for members and non-members participating in IAWF activities to use for self-evaluation.

IAWF views these Principles of Conduct as mandatory and expects all members and other participants at our professional activities to abide by them at all times. As such, these Principles are regulatory and will be used to guide management in ethical situations (see Enforcement later in this document).

Compliance with these standards demonstrates our individual and collective respect for our profession, our professional and personal relationships with others, and our respect and commitment to the long-term vision, goals, and values of IAWF.

Members of IAWF at all times and registrants, speakers, and other participants at IAWF professional activities assume a personal responsibility to the profession and to all others by promising to uphold and abide by these Principles. If we as individuals and as an association embed the right behaviours and build a truly diverse and inclusive culture, we will lead our discipline by example.

Expected Behaviour

Based on our core values of leadership, trust, and integrity; diversity and inclusivity; wildland fire advocacy; personal safety; promotion of science and operational principles; global communication; and personal and professional growth, IAWF expects that all members at all times and non-members who may be participating at any IAWF conducted activities will:

1. Base all professional and civic behaviour on honesty, fairness, good will, and respect for the law.
2. Provide opportunities for others to learn and develop in ways that are in keeping with the IAWF commitment to diversity, equity, and inclusion.
3. Be considerate and respectful to all others.
 - a. Refrain from demeaning, discriminatory, or harassing behaviour, materials, and speech.
 - b. Refrain from harassment of or any form of discrimination against another participant, staff member, volunteer or others.
 - c. Carry out our actions in a civil and dignified manner; act professionally and respectfully toward one another; respect the needs, contributions, and viewpoints of others; and give due credit to others for their methods, ideas, or assistance.
 - d. Never consider or exhibit any actual or threatened violence toward any individual or group.
 - e. Speak up if observing anything at an event that conflicts with these Principles of Conduct.
4. Never engage in any conduct endangering the life, safety, health or well-being of others.
5. Always present, to the best of our ability, accurate and complete information.
6. Always indicate on whose behalf any public statements are made.
7. Always fully disclose and resolve any existing or potential conflicts of interest.
8. Always keep proprietary information confidential unless the appropriate person authorizes its disclosure.
9. Exhibit professional behaviour at meetings, conferences, seminars, etc., including but not limited to:
 - a. Treat all participants, attendees, staff, volunteers, and vendors with respect and consideration, valuing a diversity of views and opinions.
 - b. Be considerate, respectful, and collaborative.
 - c. Communicate openly with respect for others, critiquing ideas rather than individuals.
 - d. Avoid personal attacks directed toward other attendees, participants, staff, volunteers, and suppliers/vendors.
 - e. Respect the rules and policies of the meeting venue.

Unacceptable Behaviour

Unacceptable behaviour from any member and from non-member participants while at IAWF activities will not be tolerated. Unacceptable behaviour includes, but is not limited to:

1. Unprofessional or civic behaviour involving dishonesty, unfairness, discrimination, harassment, fraud, confidentiality, or disrespect for the law.
2. Any inconsiderate, disrespectful, or abusive behaviour toward others.

- a. Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech, materials, or conduct by any member.
 - b. Violence, threats of violence, or violent language directed against another person.
 - c. Sexist, racist, homophobic, transphobic, or otherwise discriminatory jokes and language.
 - d. Personal insults, particularly those related to gender, sexual orientation, race, religion, or disability.
3. Any boisterous, lewd, or offensive behaviour or language, including but not limited to using sexually explicit or offensive language, materials or conduct, or any language, behaviour, or content that contains profanity, obscene gestures, or racial, religious, or ethnic slurs.
 4. Misuse of personal contact details associated with members.
 5. Wilful disregard to laws, policies, and other rules in regard to ethical behaviour.
 6. Any unprofessional behaviour while at meetings or other venues as a representative of IAWF, including but not limited to:
 - a. Harassment, intimidation, or discrimination in any form.
 - b. Physical or verbal abuse of any attendee, speaker, volunteer, exhibitor, staff member, volunteer, service provider, or other meeting guest.
 - c. Verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations, or threatening or stalking any attendee, speaker, volunteer, exhibitor, staff member, service provider, or other meeting guest.
 - d. Disruption of talks at oral or poster sessions, in banquets or exhibit halls, or at other events organized by IAWF at the meeting venue, hotels, or other contracted facilities.

If You Witness or are Subjected to Unacceptable Behaviour

If you are subjected to unacceptable behaviour, notice that someone else is being subjected to unacceptable behaviour, or have any other concerns, please notify an IAWF representative immediately. Any [IAWF officer, Board Member](#), or Diversity and Inclusivity Committee are appropriate individuals to notify at any time - <https://www.iawfonline.org/board-of-directors/>. During an IAWF sponsored event, any of these individuals or designated IAWF representatives announced at the event are appropriate. All reports will remain completely confidential.

Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to personal or public safety is advised to contact the appropriate police or emergency contact phone number for the specific locality they are in. Appropriate numbers will be stated and posted during every IAWF event and individuals can reference the following figure (Figure 1) or go to https://travel.state.gov/content/dam/students-abroad/pdfs/911_ABROAD.pdf to find appropriate numbers.

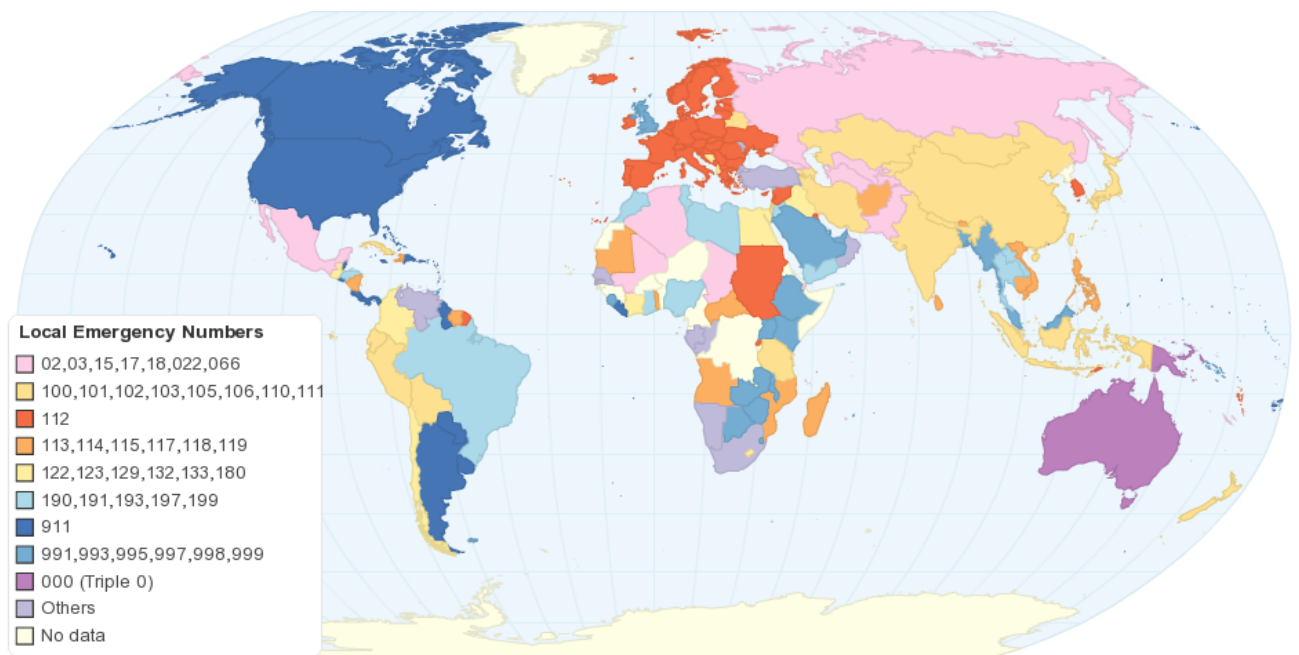


Figure 1. Quick reference for worldwide emergency phone numbers.

Enforcement of Principles of Conduct

Unacceptable behaviour will not be tolerated. Anyone asked to stop unacceptable behaviour is expected to comply immediately.

The IAWF Bylaws specify processes through which a member's violation of these standards may lead to administrative actions. Any individual, whether or not IAWF members, may charge a member or participant at IAWF activity with violation of the Principles of Conduct. All charges must be made to an IAWF representative and must specify the specific actions that have occurred. IAWF believes all perspectives and feelings are important and as such, will receive, listen to, and review every complaint once received. All such charges will remain completely confidential.

Once a charge of misconduct has been received, IAWF will follow a documented process (included as Attachment A to the Bylaws) that includes a number of steps to document and review the complaint, define options with complainant, conduct a thorough examination, and take action commensurate with severity, in accordance with the IAWF Administrative Action Guidelines.

Administration actions that the IAWF Board may take include discussion with the Board, reprimand, revocation of membership and expulsion from the Association, ban from conference speaking and/or attendance; or other disciplinary action. Guidelines to assess the severity and type of unethical action and appropriate administrative action are included as Attachment B to the Bylaws.