



BIRDS NEW ZEALAND

CODE OF CONDUCT

Birds New Zealand | Te Kāhui Mātai Manu o Aotearoa (hereafter Birds NZ) is committed to providing a safe, harassment-free environment for our members and participants engaging in Birds NZ events and activities, regardless of aspects including but not limited to gender, sexual orientation, disability, physical appearance, age, race, ethnicity, political affiliation, socioeconomic status, nationality, language, or religion.

As a community, we are dedicated to maintaining a cooperative, respectful environment, and do not tolerate harassment of any kind. Sexual, hostile, profane, obscene, or other discriminatory language, behaviour or imagery is not appropriate at any Birds NZ-funded, sponsored, or organised events, or within communications either internal or external to the Birds NZ Council, specialist committees, regional activities or other events, or via social media.

Participants at Birds NZ events violating these rules may be sanctioned or expelled at the discretion of the organisers or the Birds NZ Council. Participants or members asked to stop any harassing behaviour are expected to comply immediately.

The Birds NZ Council is open to revising any part of our Code of Conduct as needed to ensure a safe and welcoming community in which harassment is not tolerated.

Implementation

It is the responsibility of the Birds NZ community as a whole to promote an inclusive and positive environment for our activities. If you are being harassed, notice someone else being harassed, or have other concerns, please contact a member of the Birds NZ Council, or the regional representative, or where appropriate, a member of the local event organisers.

Protocol for conflict resolution

1. If you are being harassed, notice someone else being harassed, or have other concerns, please immediately contact a local event organiser, the regional representative, and/or a member of the Birds NZ Council. They will assist you, by contacting security or local law enforcement, provide escorts, or otherwise assist to help the victim feel safe for the duration of the event.
2. If you are being harassed via email or social media, you may contact the Birds NZ President (president@birdsnz.org.nz) or any other member of the Birds NZ Council providing details of the harassment.
3. The Birds NZ Council will require anyone engaging in harassing behaviour to stop immediately or face expulsion from the event or from the Society or other sanctions.
4. Sanctions could include supporting the member to lodge a formal complaint with the NZ Police, or through other appropriate channels.
5. If any individual encounters problems or issues attempting to help a victim of harassment while following our anti-harassment policy and protocol, they are encouraged to engage with the Birds NZ Council for clarifications.

Social Media

Background

Birds NZ's social media pages are administered by volunteers who are office-holders of Birds NZ.

Birds NZ's social media pages are used to keep members and the wider public informed of what is happening at Birds NZ (e.g., Birds NZ activities in the news, notice of upcoming activities or events, outcomes of past activities, membership/donation information, etc.). These pages may also be used to share topical New Zealand bird-related news and ornithological research that may be of interest to members and the wider public (e.g., interesting bird sightings, new research pertaining to birds or their habitats from New Zealand and abroad, particularly the South Pacific and Antarctica). Information is to be presented in a clear and straightforward manner.

Purpose

This subsection makes clear the expectations for the ways that Birds NZ office-holders and members manage and engage with Birds NZ social media accounts.

Social media refers to the creation, dissemination, and exchange of user-generated content in an electronic and online setting via social media platforms on which Birds NZ is represented.

Birds NZ members are reminded that the expectations and processes outlined in other sections of the Birds NZ Code of Conduct apply to both in-person and online behaviour.

While these guidelines do not extend to individual accounts held by Birds NZ members, Birds NZ office-holders are encouraged to be mindful of upholding the reputation of Birds NZ in their online interactions.

Birds New Zealand social media pages

Birds NZ on Facebook: <https://www.facebook.com/Birdsnewzealand/>

Regional Birds NZ Facebook pages, including but not limited to: [Birds Auckland](#), [Birds Otago](#), [Birds Nelson](#).

Birds NZ on Twitter/X: <https://twitter.com/osnzbirdsnz>

Birds NZ on Bluesky: <https://bsky.app/profile/birdsnewzealand.bsky.social>

Community guidelines

Discussion is welcome on our social media pages. Any posts or comments made by individuals on our pages represent the views of that individual and not the views of Birds NZ. Likes, comments, and sharing of content by any Birds NZ social media account does not constitute endorsement of the information within.

Posts and comments on Birds NZ's social media pages are actively monitored. Any posts containing derogatory or discriminatory language, personal attacks, trolling, online bullying, spam, hate speech, or other content contrary to the Birds NZ Code of Conduct, or that contains personal or sensitive information will be deleted. Any comments or posts that attempt to impersonate Birds NZ or its representatives will be deleted. Any comments or posts that publish false or inaccurate information will be highlighted as such, and may be removed.

If inflammatory comments or content and/or false or misleading information such as that listed above is posted repeatedly, the user may be blocked from the page. In the unlikely event that this occurs, the relevant administrator will consult with the Birds NZ Council via the President prior to taking any action. The decision of the Birds NZ Council on the matter will be final.

When an image or video footage is shared to Birds NZ's social media pages, credit to the photographer or videographer will be included in text if that is not already clearly displayed in the original post itself.

These guidelines do not supersede the Terms and Conditions of the respective social media platforms. Any activity on Birds NZ's social media pages must comply with the terms of service for that platform.

Endorsed by Council in October 2024