

NSAC Code of Conduct

*This document was approved by the NSAC General Assembly
on 23 November 2023 via written procedure.*

The NSAC presents itself as an inclusive organization promoting and facilitating the plurality of voices in fisheries and ecosystem management. As an organization that strives to be unbiased and fair, it must abide by a protocol of rules. This document presents accepted norms and conditions of a well-functioning stakeholder organisation and facilitator of events such as working groups, workshops, webinars, conventions, and other meetings. One other fundamental aspect, given that NSAC is a stakeholder organization based on principles of integrity, inclusivity and consensus, is that these norms and actions aim to minimize any adverse effects of potential COI (Conflict Of Interest).

To ensure credibility, transparency, legitimacy, and to safeguard the reputation of the NSAC, it is assumed that all participants who take part in the meetings, accept the following set of rules and guidelines.. The NSAC Secretariat and the Management Team, as well as all the existing membership, work towards preventing this and ensuring coherence in our acting.

This code of conduct should not be seen as a novelty, as it is implicitly assumed by all current participants to our meetings. Nevertheless, it is important that such a document exists and that its content is expressed explicitly. In this regard, this document will be publicly accessible through our website and the Secretariat and promoted at individual meetings by the Chairs and by the Secretariat.

WHEN JOINING THE NSAC

- Share the aims of the NSAC and contribute to achieving them in a respectful manner and in collective spirit.
- Abide by the NSAC [Statutes](#) and [Rules of Procedure](#) and the meetings' etiquette.
- Respect the decisions adopted by the General Assembly and the Executive Committee, and in case of disagreement, dispute them through the appropriate channels.

WHEN TAKING PART IN THE NSAC WORK

NSAC members and observers

- Come well prepared to the meetings, read the relevant documentation, and prepare your positions in the spirit of potential consensus.
- Use appropriate language and tone, respecting the meeting etiquette.
- Take an active part in the work and activities of the NSAC.
- Listen and respect the opinions of others, both internal NSAC members and staff, as well as external parties.
- When sending contributions, comply, as much as possible, with the deadlines set by the NSAC Secretariat (and if this is not possible, inform the Secretariat well in time).
- When representing the NSAC externally, make sure that the interventions are in line with the agreed NSAC positions (i.e. advice or otherwise agreed positions). If you happen to do so, please ensure that this is clarified beforehand to all the participants.
- Transmit through appropriate channels any relevant issues that might undermine NSAC objectives and propose solutions.
- Report any situation of discomfort or inappropriate conduct to the NSAC Management Team before any other forum.

NSAC Chairs

- Take full responsibility for meeting the objectives of their respective working groups.
- Create a welcoming and conducive working environment.
- Ensure proper recording of the members views, opinions, and perspectives in the form of objective reports, and encourage active participation as well as active discussion.
- Pay close attention to any eventual arising or pre-existing COI.
- Provide unbiased working conditions where stakeholders feel integrated content-wise and comfortable to report any misconduct.
- Respect the timeframe given for presentations and interpellations, both for presenters, speakers, and observers.

MEETINGS ETIQUETTE

Respect and ensure diversity – Value the different views, expertise, and backgrounds, which strengthen the long-term success of NSAC.

Include equally – Ensure the right of others to equally participate in NSAC activities without bias or discrimination based on family status, gender, age, race, political and religious beliefs, sexual orientation, or disability.

Communicate mindfully – Aim to communicate openly and address others with dignity.

Avoid and prevent harassment – Use discretion and respect others. Harassment, bullying, intimidation, or discrimination in any form is unacceptable. Harassment includes speech or behaviour that is not welcome or is personally offensive. Be mindful that behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure respect is communicated. Degradation conveyed in a joking manner still constitutes harassment.

Promote wellbeing – Follow and encourage others to uphold a safe and welcoming working environment. Be mindful of your surroundings and colleagues and immediately report any situations that are dangerous or distressing to others.

Be positive – Adopt a baseline assumption that people are inherently well-meaning despite differing interest. Be empathetic to the different group's realities and act based on the underlying truth that everyone works towards and supports sustainable development of our environmental and social systems.