

# Future Leaders of Amphibian Conservation Code of Conduct

## **ARTICLE 1: PURPOSE**

This Code of Conduct serves as a guiding framework for all *Future Leaders of Amphibian Conservation*, an initiative of the Amphibian Survival Alliance (ASA). As recipients of these grants, Future Leaders represent ASA and their conduct reflects on the partnership. Future Leaders must uphold the highest ethical standards where or when relevant.

## **ARTICLE 2: SCOPE**

This Code of Conduct applies to all Future Leaders participating in the grant program. It covers key areas such as compliance with laws, responsible research practices, data ethics, fiscal responsibility, and community engagement, where or when relevant.

## **ARTICLE 3: COMPLIANCE WITH LAWS AND REGULATIONS**

- 3.1 Future Leaders must comply with all applicable laws and regulations governing their research and field activities in the country(ies) they are operating.
- 3.2 They will obtain appropriate permits and authorization for research involving wildlife and field studies.
- 3.3 They will stay informed about relevant legal requirements.
- 3.4 They will ensure that their activities and initiatives are in full compliance.
- 3.5 They will inform ASA of any legal situation related to the ASA funded initiative.

## **ARTICLE 4: RESPONSIBLE RESEARCH PRACTICES**

- 4.1 Future Leaders must implement research and field methodologies in a responsible manner.
- 4.2 They will prioritize animal welfare, sustainability, and ethical practices.
- 4.3 They will use humane handling techniques and minimize invasive procedures.
- 4.4 They will avoid unnecessary collection from wild populations.
- 4.5 They will implement proper protocols for transport, housing, and captive care when required.
- 4.6 They will follow established biosecurity protocols.
- 4.7 They will assess and mitigate environmental impacts from field activities.

## **ARTICLE 5: DATA ETHICS**

- 5.1 Future Leaders must handle research data responsibly.
- 5.2 They will collect only required data and avoid unnecessary personally identifiable data.
- 5.3 They will implement controls to protect sensitive data from unauthorized access or misuse.
- 5.4 They will respect intellectual property rights when collecting, analyzing, and publishing data.
- 5.5 They will share data with ASA and other partners in accordance with agreements, while protecting confidentiality as required.

## **ARTICLE 6: FISCAL RESPONSIBILITY**

- 6.1 Future Leaders must manage grant funds properly.
- 6.2 They will use funds exclusively for grant project purposes.
- 6.3 They will maintain accurate financial records.
- 6.4 They will comply with reporting requirements.
- 6.5 They will return any unused funds at the end of the grant period.

## **ARTICLE 7: COMMUNITY ENGAGEMENT**

- 7.1 Future Leaders must engage with local communities and indigenous groups respectfully.
- 7.2 They will consult communities and obtain consent prior to conducting field activities on traditional lands.
- 7.3 They will share benefits of the research back to local stakeholders when possible.
- 7.4 They will acknowledge and protect traditional knowledge and intellectual property rights.

## **ARTICLE 8: PROFESSIONALISM**

- 8.1 Future Leaders must conduct themselves professionally.
- 8.2 They will align with ASA's mission and values.
- 8.3 They will communicate honestly, respectfully and responsibly when representing the grant program and ASA.
- 8.4 They will avoid conduct that may undermine the reputation of ASA, the grant program and the partnership.
- 8.5 They will disclose and avoid any conflicts of interest in grant activities and reporting.
- 8.6 They will not discriminate or harass others.
- 8.7 They will acknowledge grant support appropriately.

## **ARTICLE 9: ANTI-CORRUPTION**

- 9.1 Future Leaders may not offer or accept any form of bribe or improper payment.
- 9.2 They will disclose and manage all conflicts of interest appropriately.

## **ARTICLE 10: SAFETY AND SECURITY**

- 10.1 Future Leaders must take steps to protect their safety.
- 10.2 They will assess location-specific risks and develop emergency response plans.
- 10.3 They will obtain applicable security clearances and training.
- 10.4 They will acquire adequate travel/medical insurance coverage.
- 10.5 They will avoid high-risk situations and locations.

## **ARTICLE 11: REPORTING CONCERNS**

- 11.1 Future Leaders must report any observed unethical, illegal, or unsafe behavior.
- 11.2 They will use established reporting procedures.
- 11.3 They will maintain confidentiality to the extent possible.

## **ARTICLE 12: NON-COMPLIANCE**

- 12.1 Any violations of this Code of Conduct shall result in disciplinary action.
- 12.2 Disciplinary actions include revocation of the grant award, the *Future Leader of Amphibian Conservation* title and disqualification from future ASA funding opportunities.