

Amphibian Survival Alliance Code of Conduct

1. PURPOSE

This Code of Conduct serves as a guiding framework for all Amphibian Survival Alliance (ASA) personnel, including Secretariat members, volunteers, interns, contractors, Global Council members, and partner organizations. It outlines the ethical principles, values, and standards of behavior that we uphold as we strive towards our shared vision of a world where amphibians thrive, and their habitats are protected.

2. SCOPE

The Code of Conduct sets forth specific expectations and guidelines for our conduct as individuals, organizations, and as a partnership as a whole. It encompasses key areas such as professional behavior, collaboration with other ASA partners, responsible resource management, compliance with laws and regulations, and ethical research and conservation practices.

3. PROFESSIONAL CONDUCT

- 3.1 They will demonstrate professionalism, integrity, and ethical behavior in all their interactions and activities.
- 3.2 They will treat all individuals with respect, dignity, and fairness, regardless of their position, background, or affiliation.
- 3.3 They will maintain a positive and inclusive working environment, free from discrimination, harassment, or any form of disrespectful behavior.
- 3.4 They will refrain from engaging in any behavior that may undermine the reputation, credibility, or effectiveness of the partnership.

4. COLLABORATION AND COOPERATION

- 4.1 They will actively collaborate, cooperate, and communicate with each other in a timely and respectful manner.
- 4.2 They will actively contribute to the partnership's goals and objectives, sharing knowledge, expertise, and resources for the benefit of amphibian conservation.
- 4.3 They will listen to and consider diverse perspectives, valuing the input and insights of all stakeholders.
- 4.4 They will work towards consensus and make decisions collectively, fostering a spirit of teamwork, trust, and shared responsibility.

5. RESPONSIBLE RESOURCE MANAGEMENT

- 5.1 They will manage resources responsibly, effectively, and transparently to maximize their impact on amphibian conservation.
- 5.2 They will ensure that resources, including financial, human, and natural resources, are used efficiently, with a focus on achieving tangible conservation outcomes.
- 5.3 They will maintain accurate records of resource allocation and expenditures, adhering to sound financial management practices and reporting standards.
- 5.4 They will consider the long-term sustainability of resource utilization, seeking innovative and environmentally responsible approaches to conservation actions.
- 5.5 They will seek to minimize waste, promote efficiency, and consider the life cycle impacts of their activities, including the reduction of carbon emissions and the use of sustainable materials.

6. COMPLIANCE WITH LAWS AND REGULATIONS

- 6.1** They will comply with all applicable local, national, and international laws, regulations, and conventions pertaining to amphibian conservation and environmental protection.
- 6.2** They will stay informed about relevant legal requirements and ensure that their activities and initiatives are in full compliance.
- 6.3** They will obtain and maintain the necessary permits, licenses, and authorizations required for their research, fieldwork, and conservation actions.
- 6.4** They will respect the rights and customary laws of indigenous communities and local stakeholders, seeking their consent and involvement when appropriate.
- 6.5** They will actively promote compliance with relevant laws and regulations among partners, stakeholders, and the wider community.

7. CONFIDENTIALITY AND INTELLECTUAL PROPERTY

- 7.1** They will respect the confidentiality of sensitive information obtained through their work within the partnership.
- 7.2** They will handle and protect data, intellectual property, and confidential information in accordance with applicable laws, regulations, and agreements.
- 7.3** They will obtain appropriate permissions and consents before using or sharing sensitive information or data, ensuring compliance with data protection and privacy regulations.
- 7.4** They will respect the intellectual property rights of others, giving proper credit and acknowledgment when referencing or using the work, ideas, or intellectual property of others.
- 7.5** They will establish clear guidelines and procedures within the partnership for the protection and management of intellectual property, including data sharing and publication protocols.

8. ETHICAL RESEARCH AND CONSERVATION PRACTICES

- 8.1** They will conduct research or conservation activities involving amphibians will adhere to the highest ethical standards.
- 8.2** They will prioritize the welfare and well-being of amphibians, minimizing harm and stress during fieldwork, captive breeding, reintroduction, and other interventions.
- 8.3** They will obtain necessary permits, follow established protocols, and seek ethical approval for research involving amphibians, ensuring compliance with animal welfare regulations and guidelines.
- 8.4** They will prioritize the use of non-invasive research methods and minimize the impact on amphibian populations and their habitats.
- 8.5** They will prioritize the conservation of threatened and endangered species, avoiding actions that could harm their survival or exacerbate their decline.
- 8.6** They will strive to contribute to the scientific knowledge base through rigorous research, ensuring robust study design, data collection, and analysis methodologies.
- 8.7** They will openly share research findings and data within the partnership, facilitating collaboration, peer review, and the advancement of knowledge in amphibian conservation.

9. COMMUNITY ENGAGEMENT AND RESPECT FOR LOCAL CULTURES

- 9.1** They will engage with local communities, indigenous groups, and stakeholders, where relevant, in a respectful, inclusive, and culturally sensitive manner.
- 9.2** They will recognize and respect the rights, knowledge, and cultural heritage of local communities, seeking their active involvement and integrating their perspectives and traditional ecological knowledge into conservation efforts.
- 9.3** They will establish clear and transparent processes for engaging with local communities, ensuring meaningful consultation, informed consent, and the equitable sharing of benefits arising from conservation initiatives.

9.4 They will foster partnerships with local communities, supporting capacity building, empowerment, and the development of sustainable livelihoods that align with amphibian conservation objectives.

9.5 They will actively work to overcome barriers to engagement, including language, cultural, and logistical challenges, promoting inclusivity and diversity in all aspects of partnership activities.

10. RESPONSIBLE COMMUNICATION AND PUBLIC REPRESENTATION

10.1 They will communicate information about amphibians and their conservation in a responsible, accurate, and accessible manner.

10.2 They will avoid misrepresentation, exaggeration, or false claims, ensuring that scientific information and messages are effectively communicated to the public.

10.3 They will respect the rights of individuals and communities to control and protect their images, stories, and cultural practices, seeking appropriate permissions and consent for their use.

10.4 They will engage in responsible media interactions, providing accurate information, avoiding sensationalism, and promoting the partnership's objectives and messages.

11. CONFLICT RESOLUTION AND DISPUTE RESOLUTION

11.1 They will strive to resolve conflicts and disputes through constructive dialogue, negotiation, mediation, or other appropriate means.

11.2 They will seek to understand the concerns and perspectives of all parties involved, promoting active listening and empathy in conflict resolution processes.

11.3 They will work towards mutually acceptable solutions that align with the partnership's objectives and the principles of fairness, equity, and justice.

11.4 They will continuously evaluate and improve conflict resolution processes, learning from past experiences and applying lessons learned to future situations.

12. PARTNERSHIP COLLABORATION AND COOPERATION

12.1 They will collaborate and cooperate with other organizations and partners in a spirit of mutual respect, trust, and shared goals.

12.2 They will actively seek opportunities for collaboration, recognizing that working together with diverse partners strengthens collective efforts for amphibian conservation.

12.3 They will communicate openly and transparently with partner organizations, sharing information, insights, and lessons learned to foster mutual learning and growth.

12.4 They will actively engage in joint planning, decision-making, and implementation processes, ensuring that partner organizations' voices and perspectives are considered.

12.5 They will strive to build strong and resilient partnerships based on shared values, effective communication, and a commitment to achieving common conservation objectives.

13. CONFLICT OF INTEREST AND DISCLOSURE

13.1 They will disclose any potential conflicts of interest that may arise when working with other partners or stakeholders.

13.2 They will ensure that decisions and actions taken within the partnership are guided by the best interests of amphibian conservation and the partnership's objectives, rather than personal gain or advantage.

13.3 They will exercise due diligence and avoid situations where their personal or organizational interests could compromise the integrity or effectiveness of collaborative efforts.

13.4 They will make decisions in a transparent and accountable manner, clearly communicating the rationale behind their actions and involving all relevant partners in the decision-making process.

14. RESPECT FOR DIVERSITY AND INCLUSION

14.1 They will value and respect the diversity of partner organizations, including differences in mission, expertise, culture, and organizational structure.

14.2 They will actively promote inclusivity, ensuring that all partners have equitable opportunities to participate, contribute, and benefit from collaborative initiatives.

14.3 They will recognize and respect the unique contributions and strengths of each partner, fostering an environment that encourages open dialogue and equal partnership.

14.4 They will actively work to address power imbalances, seeking to create a collaborative environment that values the perspectives and experiences of all partners, particularly those historically marginalized or underrepresented.

15. EFFECTIVE COMMUNICATION AND INFORMATION SHARING

15.1 They will prioritize effective communication and information sharing among partner organizations.

15.2 They will establish clear channels and mechanisms for regular communication, ensuring that information is shared in a timely, transparent, and accessible manner.

15.3 They will respect confidentiality agreements and intellectual property rights, while also promoting a culture of openness, trust, and shared learning.

15.4 They will actively seek opportunities to share knowledge, best practices, and lessons learned with partner organizations, facilitating mutual capacity building and strengthening collective expertise.

15.5 They will actively engage in joint monitoring and evaluation processes, sharing data and results to assess progress, identify areas for improvement, and celebrate successes collectively.

16. DISPUTE RESOLUTION AND CONFLICT MANAGEMENT

16.1 They will establish clear procedures for dispute resolution and conflict management among partner organizations.

16.2 They will proactively address conflicts or disagreements that may arise, seeking to resolve them through constructive dialogue, negotiation, and mediation.

16.3 They will ensure that conflict resolution processes are fair, transparent, and inclusive, providing all partners with an opportunity to voice their concerns and contribute to the resolution.

16.4 They will approach conflict management with a focus on maintaining constructive relationships, preserving trust, and finding mutually acceptable solutions that advance the partnership's objectives.

17. IMPLEMENTATION OF THE AMPHIBIAN CONSERVATION ACTION PLAN & GLOBAL AMPHIBIAN ASSESSMENTS

17.1 They recognize the significance of the Amphibian Conservation Action Plan (ACAP) and Global Amphibian Assessments (GAAs) as a vital tools for guiding amphibian conservation efforts globally.

17.2 They commit to actively supporting and implementing the actions outlined in the ACAP and GAAs, aiming to achieve its objectives and contribute to the long-term conservation of amphibians.

17.3 They will align their conservation initiatives, research, and advocacy efforts with the priorities and strategies outlined in the ACAP and GAAs, fostering coordination and collaboration with other stakeholders.

17.4 They will actively contribute to the monitoring and evaluation of ACAP implementation, providing data, insights, and lessons learned to enhance the effectiveness of conservation actions.

17.5 They will actively seek opportunities to integrate ACAP and GAAs principles and recommendations into their projects, policies, and conservation planning processes, ensuring a holistic and coordinated approach to amphibian conservation.