



Code of Conduct

Version 1, 26.02.2026

Early Career Ocean Professionals – Norway Node (ECOP Norway)

Purpose and Scope

The *Early Career Ocean Professionals Norway Node (ECOP Norway)* is a national network that brings together early career professionals working across disciplines and sectors to support ocean sustainability and the goals of the UN Decade of Ocean Science for Sustainable Development.

This Code of Conduct defines the standards of behaviour expected of all members of ECOP Norway, including volunteers, working group members, steering committee members, collaborators, and participants in ECOP Norway—organised or affiliated activities. The Code applies to all ECOP Norway interactions, whether in person, online, or in written communication.

Participation in ECOP Norway implies acceptance of and commitment to this Code of Conduct.

Guiding Principles

ECOP Norway is committed to fostering a respectful, inclusive, and supportive community. The guiding principle of this Code of Conduct is **respect**—for individuals, for diverse perspectives, and for the shared mission of advancing ocean sustainability.

Members of ECOP Norway are expected to act with integrity, professionalism, openness, and responsibility in all ECOP-related activities.

Freedom of Expression and Professional Responsibility

ECOP Norway recognises the right of individuals to freedom of expression and the importance of open dialogue, constructive disagreement, and critical discussion. Such exchange is essential for learning, collaboration, and progress in ocean science and ocean-related professions.

At the same time, professional expression within ECOP Norway is guided by standards of quality, ethics, and responsibility. Members are expected to:



- Communicate honestly and carefully, with respect for evidence and context
- Engage constructively with differing viewpoints
- Critique ideas based on their merits, not on personal characteristics
- Maintain a collegial and respectful tone, even in disagreement
- Acknowledge mistakes and be open to revising one's views
- Represent ECOP Norway thoughtfully in public and professional settings

Equity, Diversity, and Inclusion

ECOP Norway values diversity and recognises that an inclusive community strengthens collaboration, innovation, and impact. We are committed to promoting equity, diversity, and inclusion across all activities and structures of the network.

Members of ECOP Norway are expected to:

- Treat all individuals with dignity and respect, regardless of background, identity, discipline, sector, or career stage
- Support inclusive participation and be mindful of power dynamics
- Foster environments where diverse perspectives are welcomed and valued
- Refrain from discriminatory, exclusionary, or harmful behaviour

Harassment, bullying, discrimination, intimidation, or exclusion of any kind is inconsistent with the values of ECOP Norway and will not be tolerated.

Expected Conduct

All members and participants in ECOP Norway activities are expected to:

- Act professionally, ethically, and respectfully at all times
- Foster collaboration, teamwork, and knowledge sharing
- Encourage participation and create space for different voices
- Respect personal boundaries, confidentiality, and privacy
- Avoid language or behaviour that may be offensive, hostile, or culturally insensitive
- Support the professional development and well-being of early career ocean professionals
- Address inappropriate behaviour when safe to do so, or report concerns through appropriate channels

This Code of Conduct complements, but does not replace, relevant policies at members' home institutions or organisations.

Safe and Supportive Environment



ECOP Norway is committed to providing a safe, open, accessible, and supportive environment for all members. This includes meetings, events, workshops, digital platforms, and collaborative activities.

Members should feel empowered to share ideas, ask questions, and engage in discussion without fear of ridicule, discrimination, or retaliation.

Reporting and Accountability

ECOP Norway is a small volunteer network and operates through shared responsibility. When concerns are raised, they will normally be reviewed by at least two members of the network who do not have a conflict of interest in the situation.

Those involved in reviewing the concern will listen to relevant perspectives, maintain confidentiality where possible, and determine appropriate next steps.

Possible responses may include a conversation, a reminder of the Code of Conduct, a request to change behaviour, limitation of participation in ECOP Norway activities, or removal from the network.

ECOP Norway may also seek advice from trusted external partners if needed.

Review and Updates

This Code of Conduct is a living document and will be reviewed periodically as ECOP Norway evolves. Members are encouraged to provide feedback to support continuous improvement.

By participating in ECOP Norway, members agree to uphold the principles outlined in this Code of Conduct and contribute to a respectful, inclusive, and collaborative community.