

Code of Ethics for the European Society For Evolutionary Biology

Adopted by the ESEB Council on 10 October 2022

Statement on Ethical standards

Mission statement of the Society

The aim of the European Society for Evolutionary Biology ("**ESEB**") is to promote the study of organic evolution.

The society seeks to achieve this by:

1. Publishing the *Journal of Evolutionary Biology (JEB)* and *Evolution Letters (EL)*.
2. Organizing congresses and scientific meetings.
3. Rendering financial and other support to research in organic evolution.
4. Supporting activities to foster a scientifically based understanding of organic evolution in teaching and research.

Doing anything related to the above, directly or indirectly or incidental thereto, all in the broadest sense.

The following values and goals are essential to advancing our mission.

Our values

- Respect
- Scholarship
- Teaching and Learning
- Integrity, Transparency, and Accountability
- Diversity, Equity, Inclusivity, and Collegiality

Our goals

- Promote a deeper understanding of the evolution of the world's biodiversity through research, teaching, service, and community engagement.
- Disrupt longstanding barriers and promote diversity, equity, inclusivity, and accessibility in our profession for excellence and integrity of the field.
- Maintain the highest professional and ethical standards when conducting, evaluating, and sharing research and engaging in other professional endeavours; and maintain similarly high personal ethical standards in activities that could affect professional endeavours.
- Strengthen and expand the infrastructure for research and education.

Membership, editorial roles (which include peer review roles), author roles, governance, leadership and committee roles, and roles as nominator, nominee and recipient of honours or awards in ESEB are privileges that may be earned by all who study or want to contribute to the study of biological evolution and whose conduct is consistent with ESEB's values, goals and expectations.

As such, we expect members; authors who publish in any ESEB journal; those in any editorial role, elected or appointed governance, leadership, or committee role, or leadership, honours or awards nominator, nominee, or recipient role; and those (including individuals and entities) that participate in or provide a service for ESEB activities in any capacity (collectively and individually, "Covered Individuals") to meet all standards of conduct that apply to their ESEB or other professional endeavours and roles¹ wherever occurring or however affected.

ESEB also expects Covered Individuals to not engage in violent, illegal, or otherwise unethical misconduct in personal endeavours to the extent such misconduct could adversely affect their or others' experience, performance, participation or roles in ESEB endeavours or could otherwise

¹Professional roles include, for example only, research, education, practice, mentoring, peer review and other evaluation; editing, publication and other dissemination; governance, leadership; employer, employee; funding applications and administration; and other professional activities and roles.

adversely affect ESEB’s mission, values, goals or reputation. ESEB has the discretion in its judgment, exercised to protect or advance ESEB’s mission, values, goals and reputation, to determine when a Covered Individual’s alleged or determined personal misconduct implicates the ESEB Code of Ethics. However, conduct in an individual’s intimate personal relationships that is legal under applicable European, state and local law does not violate the ESEB Code of Ethics so long as the conduct is not undertaken in an ESEB or other professional activity or role.

These standards of conduct include, without limitation, the following “Policies” which in this Code mean the requirement to²:

- Adhere to ethical standards in the practice of scientific research and dissemination of results and in training and education³; adhere to all applicable professional standards; and adhere to all applicable laws, regulations, policies and requirements of governmental authorities, funders, and contracts—including, for example only, those relating to:⁴
 - permitting, benefit sharing, reporting, and voucher specimens;⁵
 - protection of human subjects,
 - safety of team members and the environment,
 - humane and respectful treatment of study organisms and ecosystems,
 - humane and respectful treatment of indigenous communities;
 - requirements relating to reports, specimens and other specified services (e.g., seminars and training) as agreed upon in research authorisations,
 - responsible financial management,
 - adherence to funder contracts and grant and gift agreements
- Adhere to community standards and journal policies⁶ regarding authorship, attribution, data availability, the disclosure and resolution or approved management of actual or potential conflicts-of-interest, and service as editor or reviewer.
- Foster and exhibit conduct, climate and culture that are constructive, inclusive, and respectful in professional interactions and practices, including welcoming and valuing different perspectives and working to dismantle longstanding structures, systems, and norms that perpetuate systemic inequities.⁷

²This provision is for clarification and example; it does not diminish the breadth of other Code of Ethics provisions or standards.

³Actions such as falsifying or fabricating research data and results, plagiarism, the failure to appropriately credit the contributions of others, the failure to disclose potential conflicts of interest or to adhere to any related protective and management requirements in the conduct, review, editing or publication of research, and other illegal or unethical conduct have consequences that extend far beyond the individual researcher. ESEB journals require adherence to the standards and practices of the Committee on Publication Ethics (<https://publicationethics.org/>). The failure to fulfill the relationship of trust and to model professional and ethical conduct in training and education also has adverse consequences far beyond the individuals involved.

⁴These Policies include, for example only, those aimed at protecting personal and environmental safety, inclusion of all talent and elimination of harassment and discrimination, responsible financial management, research integrity, and adherence to funder contracts.

⁵For example, as applicable, researchers should ensure they have the required research or collecting permits, follow guidelines and restrictions of these permits (including, e.g., the inclusion of local collaborators, deposition of voucher specimens).

⁶These standards and policies include, without limitation, the editorial policies and ethical considerations from the ESEB owned journals *JEB* and *Evolution Letters*.

⁷Harassment (demeaning, denigrating, or devaluing individuals on the basis of sex, gender identity, gender expression, sexual orientation, race, ethnicity, or any other identity-status factor) and other identity-status related adverse treatment or discrimination of any sort, bullying, retaliation, and abuse of power or privilege are unacceptable and constitute unethical conduct. They perpetuate long-standing structural and systemic barriers to full participation of all talent in the field, which have immediate and long-term adverse impact on individuals and undermine excellence in the field.