



By-laws 2021–2025

IUCN Species Survival Commission

As revised and adopted by the SSC Steering Committee, 4 September 2020

Preamble

These By-laws have been drafted in accordance with the Statutes and Regulations of the IUCN (Reg. VII, 80).

These By-laws shall guide the Commission's operations in the furtherance of the mission of IUCN, to provide effective legal foundations for conserving the integrity and diversity of nature and to ensure that use of natural resources is equitable and ecologically sustainable.

1. Name

The Commission shall be called the IUCN Species Survival Commission (SSC).

2. Definitions

In these By-laws, unless the context or subject otherwise requires:

1. Words defined or used in the Statutes or the Regulations of the IUCN shall have the same meanings in these By-laws.
2. "SSC By-laws" shall mean these By-laws.
3. "Commission Chair" or "SSC Chair" shall mean the duly elected Chair of the Commission as per the Statutes and clause 4.1.1. of the SSC By-laws.
4. Wherever the term "Chair" appears in any provision, term or definition of these By-laws, it shall include any co-chairs".
5. "Commission" shall mean the IUCN Species Survival Commission.
6. "Deputy Chair" shall mean the duly appointed Deputy Chair of the Commission as per the Statutes and clause 4.1.2 of the SSC By-laws.
7. "Steering Committee" shall mean the SSC Steering Committee as per the Statutes and clause 4.1.3 and 7.3 of the SSC By-laws.
8. "Steering Committee member" shall mean a Steering Committee member duly appointed as per the Statutes and By-law 4.2.3.
9. "Committee" shall mean a Committee of the Steering Committee, as per 4.1.4 and 4.2.4 of the SSC By-laws.
10. "Regional Vice-Chairs" shall mean SSC Regional Vice-Chair, as appointed as per 4.1.6 of the SSC By-laws.

11. "Specialist Group" (SG) shall mean a group of people, led by an SG Chair or two SG Co-Chairs, appointed to carry out long-term activities on behalf of the Commission, as per 4.1.8, 6.1 and 6.2 of the SSC By-laws.
12. "Task Force" (TF) shall mean a temporary group of people, led by a TF Chair or two TF Co-Chairs, appointed to address key emergent issues on behalf of the Commission, as per 4.1.10, 6.1 and 6.2 of the SSC By-laws.
13. "Stand-alone Red List Authority" (RLA) shall mean a group of people, led by an Stand-alone RLA Coordinator or two Stand-alone RLA Co-Coordinators, to implement Red Listing activities on behalf of the Commission, as per 4.1.11, 4.1.12, 6.1 and 6.2 of the SSC By-laws
14. "Red List Authority" (RLA) shall mean a group of people, led by an RLA Coordinator or two RLA Co-Coordinators, to implement Red Listing activities on behalf of the Commission, as per 4.1.13, 4.1.14, 6.1 and 6.2 of the SSC By-laws.
15. "Action Partnership" shall mean a group of organizations convened by the SSC to address key priorities identified by the Commission, as per 4.1.15, 4.1.16 and 6.3 of the SSC By-laws.
16. "Member-at-Large" shall mean any person designated as a Distinguished Service Member, Advisory Member, or any person included on the Roll of Honour, as per 4.1.17 and 5 of these By-laws.
17. "Distinguished Service Member" shall mean Distinguished Service Member, as per 5.2 of the SSC By-laws.
18. "Advisory Member" shall mean Advisory Member, as per 5.3 of the SSC By-laws.
19. "Roll of Honour" shall mean Roll of Honour, as per 5.1 of the SSC By-laws.
20. "Member" shall mean a Member of the Commission.
21. "Mandate" shall mean the mandate approved for the Commission by the World Congress.
22. "Regulations" shall mean the Regulations of IUCN, as amended from time to time.
23. "Statutes" shall mean the Statutes of IUCN, as amended from time to time.
24. "Region" shall have the same meaning as "Region" is accorded in the Statutes.
25. "World Congress" shall mean the IUCN World Conservation Congress as defined in the Statutes.
26. Words importing singular number include the plural number and vice versa.

3. Mandate of the Commission

The Commission shall conduct its activities in accordance with its Mandate as established by the World Congress. The Mandate of the Commission includes the following vision, goal, objectives and programme areas for the period 2021-2025:

3.1. Mission

In the intersessional period of 2021–2025, the Species Survival Commission (SSC) enables IUCN to influence, encourage and assist societies throughout the world to conserve the integrity of biodiversity, and to ensure that the use of species is both equitable and sustainable, through:

- the provision of knowledge on status and trends of species;
- developing policies and guidelines;
- facilitating conservation planning; and
- catalysing action on the ground and in the water

3.2. Vision

The work of SSC is guided by the Vision of: A just world that values and conserves nature through positive action to both prevent the loss and aid recovery of diversity of life on earth.

3.3. Objectives

For the intersessional period 2021–2025, SSC, working in collaboration with IUCN Members, Nation-

al and Regional Committees, other Commissions and the Secretariat, will pursue the following key objectives in helping to deliver IUCN's "One Programme" commitment:

- a. Network:** Enhance and support the SSC network and its alliances to deliver the IUCN Species Strategic Plan
- b. Assess:** Understand and inform the world about the status and trends of biodiversity.
- c. Plan:** Develop collaborative, inclusive and science-based conservation strategies and policies.
- d. Act:** Convene and mobilize conservation actions to improve the status of biodiversity.
- e. Communicate:** Drive strategic and targeted communications to enhance the impact of IUCN's Species theme.

3.4. Programme Areas

The specific working priorities of SSC are derived from, and focused on, the five IUCN Programme Areas. Under each of these Programme Areas, SSC has Key Species Results (KSRs):

Programme areas: Land, water, ocean, and climate.

- KSR 5. Improve and publish biodiversity and conservation knowledge.
- KSR 6. Expand the coverage, quality and content of biodiversity assessments: IUCN Red List of Threatened Species, Environmental Impact Classification for Alien Taxa (EICAT), Climate Change Vulnerability, Assess to Plan (A2P), Green Status of Species and species-focused Key Biodiversity Areas (KBAs).
- KSR 7. Strengthen the Red List Index (RLI) as a biodiversity indicator, at global and national scales.
- KSR 8. Strengthen and expand species conservation planning efforts at local, national, regional and global scales.
- KSR 9. Strengthen species conservation in national, regional and global policies.
- KSR 10. Enhance biodiversity conservation action through implementation of effective, collaborative and practical approaches.
- KSR 13. Increase the visibility of different taxa and species conservation status through strategic and innovative communications that attract new audiences.

Programme area: People

- KSR 1. Develop new, and strengthen existing partnerships and sustainable funding mechanisms.
- KSR 2. Enhance the membership and the capacity of the SSC network and its alliances.
- KSR 3. Enhance collaborations across and beyond IUCN to accomplish species conservation results under the principals of the [One Programme Charter](#).
- KSR 4. Catalyse actions with governments, IUCN members and other stakeholders to achieve post-2020 conservation targets.
- KSR 11. Catalyse sustainable use practices to improve governance for people and nature.
- KSR 14. Further strengthen IUCN's Species theme as a strong and credible source on biodiversity information for target audiences.

Under these KSRs, each SSC Group, as well as the SSC Chairs Office and GSP, will establish a set of measurable time-bound targets to be attained by the end of 2025, and will name a focal point responsible for each target. The indicators of these targets will be integrated to provide measure of the progress and impact of SSC as a whole. These KSRs, indicators and targets will be published on the IUCN Species Strategic Plan 2021-2025. The SSC Chair's Office will be responsible for monitoring and reporting results, working in all cases with the IUCN Global Species Programme, and in many cases with IUCN Members and partner organisations.

4. Membership

4.1. Categories of SSC membership

There shall be 18 categories of membership in the SSC:

- 4.1.1. Chair of the Commission (also Chair of the Steering Committee)
- 4.1.2. Deputy Chair of the Commission
- 4.1.3. Steering Committee member
- 4.1.4. Committee Chair
- 4.1.5. Committee member
- 4.1.6. Regional Vice-Chair
- 4.1.7. Specialist Group Chair
- 4.1.8. Specialist Group member
- 4.1.9. Task Force Chair
- 4.1.10. Task Force member
- 4.1.11. Stand-alone Red List Authority Coordinator
- 4.1.12. Stand-alone Red List Authority member
- 4.1.13. Red List Authority Coordinator embedded with a Specialist Group
- 4.1.14. Member of a Red List Authority embedded with a Specialist Group
- 4.1.15. Action Partnership Chair or Deputy Chair
- 4.1.16. Governing Council member of an Action Partnership
- 4.1.17. Member-at-Large

4.2. Procedures for the appointment and reappointment members

The Commission's membership shall be reconstituted after each World Congress in accordance with the Statutes and Regulations. The SSC members in these different categories are appointed and reappointed as follows:

- 4.2.1. The Chair of the Commission is elected by the World Congress.
- 4.2.2. The Deputy Chair of the Commission is appointed by the IUCN Council on the recommendation of the Commission Chair.
- 4.2.3. The Steering Committee members are appointed by the IUCN Council on the recommendation of the Commission Chair.
- 4.2.4. Committee Chairs are normally members of the Steering Committee and are therefore appointed by the IUCN Council on the recommendation of the Commission Chair.
- 4.2.5. Where the Committee has Co-Chairs, the Chair of the Commission may decide to nominate just one of them for Steering Committee membership. Committee Co-Chairs who are not members of the Steering Committee are appointed by the Chair of the Commission.
- 4.2.6. The IUCN Red List Committee is counted as an SSC Committee, although it is technically constituted under the auspices of the Red List Partnership.
- 4.2.7. Regional Vice-Chairs are appointed by the Chair in consultation with the Steering Committee.
- 4.2.8. Specialist Group Chairs are appointed by the Commission Chair in consultation with the Steering Committee, and with the Chairs of other IUCN Commissions in consultation with their Steering Committees where such Specialist Groups are cross-Commissional in nature.
- 4.2.9. Task Force Chairs are appointed by the Commission Chair in consultation with the Steering Committee, and with the Chairs of other IUCN Commissions in consultation with their Steering Committees where such Task Forces are cross-Commissional in nature.
- 4.2.10. Stand-alone Red List Authority Coordinators are appointed by the Commission Chair in consultation with the Steering Committee.
- 4.2.11. Coordinators of Red List Authorities embedded within Specialist Groups are appointed by the Commission Chair on the advice of the Chair of the Specialist Group within which the Red List Authority is embedded, and in consultation with the Steering Committee and the

IUCN Red List Committee.

4.2.12. The members of any Committee, Specialist Group, Task Force, Red List Authority or National Species Specialist Group shall be appointed by their respective Committee, SG, TF, RLA or NSSC Chair, acting on the basis of delegation from the Commission Chair. This process also applies to the appointment of Committee, SG, TF, RLA and NSSC Officers (such as Deputy Chair, Vice-Chair, Section Chair, Programme Officer, etc).

4.2.13. Action Partnership Chairs and Deputy Chairs are appointed by the Commission Chair in consultation with the Steering Committee. Action Partnership Governing Council members are appointed according to the provisions set for forth in the Constitution of the Action Partnership in question, as per section 6.3 below.

4.2.14. The Members-at-Large (encompassing Persons designated as Distinguished Service Members and Advisory Members or named to the Roll of Honour) shall achieve that status in accordance with section 5 below.

4.3. Vacancies among SSC Group leaders

4.3.1. When the position of a leader of an SSC Group becomes vacant for whatever reason, the Commission Chair will, to the extent possible, institute a process to allow the members of the Group in question to propose names of people to fill the vacant position. Where such a process is possible, it shall be based on criteria that will be developed for the position in question. The proposed names will be screened by an independent panel of SSC members, none of whom are candidates for the position, which will make a recommendation to be considered by the Commission Chair, Deputy Chair and Steering Committee.

4.3.2. Where it is not possible to implement the above process for whatever reason, the outgoing leader may nominate a candidate for consideration by the Commission Chair, Deputy Chair and Steering Committee; or the office of the Commission Chair may convene a process to find a successor, drawing on the advice of an independent panel, and may nominate a candidate for consideration by the Commission Chair, Deputy Chair and Steering Committee.

4.3.3. When the position of Chair or Deputy Chair of an Action Partnership becomes vacant for whatever reason, the Governing Council of the Action Partnership in question will nominate a replacement for consideration by the Commission Chair, Deputy Chair and Steering Committee.

4.4. Qualifications for Membership

Each SSC member should have relevant expertise to the roles and responsibilities that they play within the Commission, as decided by the person(s) who appoints that member, in his/her discretion, subject only to the oversight of that appointing person. However, no specific formal qualifications (including educational and scientific qualifications) shall be imposed.

Each member shall comply with the Code of Conduct contained in these Bylaws, and such further implementation of that Code as shall be adopted pursuant to section 8 of these By-laws relating to the conduct of members or any other qualifications.

Each member's continuing qualification for membership shall be considered at the discretion of the Chair or Coordinator who appointed that member.

4.5. Membership term, term limits and removal or termination

The term of the Chair of the Commission shall run from election until the close of the next World Congress.

With the exception of the Commission Chair and those Members-at-Large who have been named on the Roll of Honour or designated as Distinguished Service Members, all categories of membership shall automatically expire 90 days after the close of the next World Congress.

The Term of the Deputy Chair and all other categories of members shall run from appointment to expiration as specified in section 4.2.

The Chair of the Commission may only be elected twice to this position. SSC Group Leaders will have the opportunity to be reappointed for up to two terms; any additional consecutive term will be possible after an additional consultation process led by the SSC Chair is conducted with group members, before commencing each additional term. Turnover in membership is desirable and all SSC office-holders should develop and demonstrate succession plans.

With the exception of the Commission Chair, all other Members may be appointed or dismissed at any time.

4.6. Rights and Duties of Members

Each member shall fulfil the duties of his category of membership, as set forth in these By-laws.

The governance of the SSC, as per section 7 of these By-laws shall be by members of the SSC. However, where appropriate, a person may become a member of the SSC in order to take on one of the tasks described therein, so long as they meet the membership qualifications of the particular category of membership to which they will be appointed.

Any member in good standing may seek the position of Commission Chair. No person may claim to be a member of SSC who is not appointed as such.

5. Designation and duties of Members-at-Large

Members of any category, or other distinguished individuals, may be designated as members of the Roll of Honour, Distinguished Service Members or Advisory Members. Such persons shall be considered as Members-at-Large of the SSC. Their designation, term, and duties are defined in this section.

5.1. Designation and term of members of the Roll of Honour

The Chair of the Commission, Deputy Chair and Steering Committee may jointly appoint to the Roll of Honour a small number of highly distinguished people who have played critical roles in the history of the Commission. This honour may be awarded posthumously, and those names inscribed on the Roll of Honour remain so in perpetuity.

5.2. Appointment and term of Distinguished Service Members

The Chair of the Commission may appoint individuals as Distinguished Service Members in recognition of significant service to the Commission. Distinguished Services Members are automatically re-appointed in each quadrennium.

The award of Distinguished Service Membership encourages continuing activity in the SSC. Examples of possible Distinguished Service Members include:

- Former active Specialist Group, Task Force or National Species Specialist Group Chairs, and Red List Authority Coordinators
- Former active Steering Committee or Committee members
- Long-serving and particularly active Specialist Group, Task Force, National Species Specialist Group and Red List Authority members
- Outstanding staff in the IUCN Secretariat, SSC Chair's Office and Specialist Groups (e.g. long-serving Programme Officers)

5.3. Appointment and term of Advisory Members

The Chair of the Commission may appoint individuals as Advisory Members when they are in a working relationship with the SSC during the intersessional period. Each Advisory Member's appointment shall automatically expire 90 days after the close of the next World Congress. Re-appointment is not automatic.

5.4. Duties of Members-at-Large

Members of the Roll of Honour have no continuing duties in the SSC, although their contribution and participation will always be welcomed.

Distinguished Service Members shall:

- Provide advice as requested
- Seek to provide a longer-term perspective on the work of the SSC, and to ensure that institutional memory is not lost

Advisory Members shall:

- Work with the SSC on specific matters
- Provide advice as requested by the Chair of the Commission

6. The substantive work of the SSC

The main work of the SSC shall be done by and through the Specialist Groups, Task Forces, Action Partnerships and Red List Authorities.

6.1. Establishment of SGs, TFs and RLAs

SGs, TFs and RLAs shall be established by the Commission Chair in consultation with the Steering Committee, and the IUCN Red List Committee in the case of RLAs, in accordance with section 4.2 of these By-laws. The mandate of each such group may be based on one or more taxonomic groups, a taxonomic group within a specified region, a specified conservation thematic area or discipline. Task Forces are temporary groups formed to address key emergent issues.

6.2. Roles and responsibilities of SG/TF/RLA members and officers

The specific roles and responsibilities of the Chairs, officers and members of Specialist Groups, Task Forces and Red List Authorities are defined in the following documents (annexed to these Bylaws):

- 6.2.1. Committee Chairs:
 - Terms of Reference, IUCN Species Survival Commission Committee Chairs 2021-2025
 - Guidelines for IUCN SSC Leaders 2021-2025
- 6.2.2. SG/TF Chairs:
 - Terms of Reference, IUCN Species Survival Commission Specialist Group and Task Force Chairs 2021-2025
 - Guidelines for IUCN SSC Leaders 2021-2025
- 6.2.3. RLA Coordinators and Members:
 - Rules of Procedure for IUCN Red List Assessments 2021-2025
 - Guidelines for IUCN SSC Leaders 2021-2025 (for Stand-alone RLAs)
- 6.2.4. All Chairs and Members of any SG, TF or RLA:
 - Terms of Reference for Members of the IUCN Species Survival Commission 2021-2025

These documents may be amended, revised or replaced from time to time, by the Steering Committee, acting in accordance with these By-laws. The most current version of each shall be Annexed to the official copy of these By-laws.

6.3. Establishment, roles and responsibilities of action partnerships

Action Partnerships shall be established by the Commission Chair in consultation with the Steering Committee. The mandate, objectives, governance and main programme areas of work of each Action Partnership shall be defined in its constitution which will be approved by the Commission Chair in consultation with the Steering Committee.

7. Governance of the Commission

The Commission shall be under the direct oversight of IUCN Council, through the Commission Chair. It shall be governed by and through its officers, staff and Steering Committee, and shall follow the procedures and mandates set forth below.

7.1. The Officers of the Commission

The Officers of the Commission shall comprise the following:

7.1.1. The Chair, elected by the World Congress, in accordance with the Statutes. The Chair is the head of the Commission and has full powers in accordance with these By-laws to undertake such functions and responsibilities as may be necessary to meet the objectives of the Commission.

7.1.2. The Deputy Chair, nominated by the Commission Chair and appointed by the IUCN Council in accordance with the Statutes and Regulations. The Deputy Chair acts in the place of the Chair whenever the latter is unable to act as the Chair.

7.1.3. Regional Vice-Chairs (appointed by the Chair in consultation with the Steering Committee). The responsibilities of the Regional Vice-Chairs are defined in the Terms of Reference: Regional Vice-Chairs 2021-2025.

7.2. Staff of the Commission

The Chair's Office shall consist of staff employed by a host institution, filling specific roles (such as "senior scientist", "network coordinator", "partnerships officer", etc) for the governance and management of the Commission.

7.3. The Steering Committee

Composition: The Steering Committee shall consist of between 10 and 30 Steering Committee Members, operating under the Chairmanship of the Commission Chair, and the Deputy Commission Chair. The members of the Steering Committee shall include the following:

- The Commission Chair
- The Deputy Commission Chair
- Committee Chairs, as set forth in 7.4. who shall be nominated by the SSC Chair and appointed by the IUCN Council (as set forth in 4.2.4, where a Committee has Co-Chairs, the Chair of the Commission may decide to nominate just one of them for Steering Committee membership); and
- Other individuals nominated by the Chair and appointed by the IUCN Council to provide advice and guidance while representing specific areas of expertise.

Roles and responsibilities:

- The Steering Committee assists the Chair in overseeing and coordinating the strategic direction of the Commission.
- The Commission Chair may appoint observers to the Steering Committee, representing partner organizations of the Commission and the IUCN Secretariat, who are invited to attend Steering Committee meetings as non-voting participants; such appointments may be permanent or limited to a specific meeting or meetings.
- The Steering Committee shall determine the Commission's policies, guidelines, strategic plan, and work plan, and guide Commission activities within the bounds of the mandate established by the World Congress.
- The Steering Committee shall review and adopt or amend the governance documents of the Commission, including:
 - SSC By-laws and all documents annexed to them
 - Terms of Reference for IUCN Species Survival Commission Specialist Group, Task Force and Committee Chairs
 - Guidelines for IUCN SSC Leaders
 - Terms of Reference for members of the IUCN Species Survival Commission
 - Terms of Reference for Regional Vice-Chairs
 - Rules of Procedure for IUCN Red List Assessments
- The Steering Committee shall assist and promote fundraising in support of the work of the SSC and its network of experts.
- The Steering Committee shall review the performance of the Commission Chair on a regular basis.
- The Steering Committee shall perform such other functions as may be conferred upon it or its individual Members by the Commission Chair.

Meetings of the Steering Committee:

- The Steering Committee will meet at least once a year through the intersessional period between meetings of the World Conservation Congress.
- Notice of meetings of the Steering Committee shall be distributed to all the Steering Committee Members at least ninety (90) days in advance of the opening of the meeting.
- Other persons may attend Steering Committee meetings, if invited by the Commission Chair or with his/her permission.
- The draft agenda for a meeting will be prepared at the direction of the Commission Chair and distributed to Steering Committee members for comment at least sixty (60) days in advance of the opening of the meeting.
- The agenda papers for a meeting will be distributed to Steering Committee members for comment at least fifteen (15) days in advance of the opening of the meeting.
- Meetings of the Steering Committee are chaired by the Commission Chair, and by the Deputy Chair of the Commission in his/her absence.
- Summary minutes of each meeting of the Steering Committee shall be prepared and submitted to the Members of the Steering Committee for approval no later than thirty (30) days after each meeting.
- The final version of the minutes of each meeting shall be posted on the SSC website.

Decisions of the Steering Committee in meetings:

- The Steering Committee may conduct meetings and/or take decisions without meetings only with a quorum participating. For these purposes, a quorum shall be at least 50% of the Steering Committee members as of the time of the meeting or decision, not counting the observers.
- The Steering Committee will normally take decisions by consensus.
- Where consensus cannot be reached, the Steering Committee may take decisions by a vote of

two-thirds of the votes cast (observers do not have a vote). Abstentions do not count as votes cast.

- The Commission Chair may vote on any matter before the Steering Committee.

Action without a meeting: The Steering Committee may also take decisions electronically between its meetings. Draft decisions to be taken electronically should be circulated to Steering Committee members at least ten (10) days in advance of the due date of the decision. Lack of response to a draft decision by the end of the ten-day period will be counted as agreement with the proposed decision.

7.4. The Committees

The Committees are mandated by the Steering Committee to carry out specific aspects of work on its behalf as follows:

- Upon nomination of the Commission Chair, the Steering Committee may establish Committees to carry out work on its behalf, either to help promote areas of work that need greater emphasis in the Commission, or to handle areas of work that require more detailed oversight than the Steering Committee is able to provide.
- The Steering Committee will adopt terms of reference for each Committee. The following principles apply to the functioning of all Committees:
 - Committees are responsible for developing particular Key Species Results (KSRs) and Targets within the Species Strategic Plan, and for overseeing and monitoring progress on the implementation of these KSRs and Targets.
- Committees are accountable to the Steering Committee and report annually to it.
- Committees are not implementation bodies, but seek to catalyze implementation through Specialist Groups, Red List Authorities and Task Forces.
- Committees identify emerging conservation issues within their domains of responsibility.
- Committees support and promote fundraising efforts for priority KSRs and Targets within the Species Strategic Plan.
- Committees meet as frequently as needs and funding permit, but continue their work inter-sessional between meetings.
- The final version of the minutes of each Committee meeting shall be posted on the SSC website.

7.5. Proposal of candidates to the position of SSC Chair

According to Regulation IV.30 of IUCN, “[a]t least six months prior to a meeting of the Council taking place no less than four months before the date set for the opening of an ordinary session of the World Congress commission members shall be invited...to make their proposals for Chair of their Commission.”

In line with Regulation IV.30bis, the SSC Steering Committee shall select at least three and up to five of its members, excluding the Chair, to form an ad hoc committee, and invite Commission members to submit names to be considered for Commission Chair, at least one month prior to the date indicated in IV.30 of the Regulations. The committee shall be composed of members who are not candidates themselves. All submissions to the committee shall remain confidential. The list of proposed candidates shall be submitted by the ad hoc committee to the Council, highlighting especially qualified candidates, with prior endorsement by the Steering Committee at large.

Commission Members are encouraged to present their proposed candidates to the ad hoc committee, though they may also present them directly to the Council (Regulation IV.30 of IUCN).

8. Code of Conduct

Every SSC member is expected to contribute to the Vision and Mission of IUCN and the SSC. SSC

membership embodies a relationship of mutual trust and respect among all SSC members and also with other parts of IUCN. SSC members are expected to undertake their work and participate in the affairs of the Commission individually and collectively in a responsible, professional and respectful manner, to deal fairly in all transactions and to honour all commitments and promises. As such, each SSC member pledges to achieve the high standards of IUCN Commissions in the following areas:

- Integrity and Professionalism,
- Accountability,
- Ethical Leadership; and Transparency,
- Responsiveness and Reliability,
- Mutual Respect for Colleagues, Peers, IUCN Secretariat and other Commissions,
- Dignity and Cultural Sensitivity,
- Paid and Unpaid Work (Including Consultation) for IUCN Secretariat, any Commission or any recognised sub-grouping (SG),
- Representation,
- Environmental Responsibility and Safety,
- Confidentiality,
- Conflicts of Interest and
- Response to Violations of this Code.

The Steering Committee shall adopt guidelines and other implementation mechanisms, as necessary in order to apply this Code of Conduct within the structure and operations of the SSC.

- Integrity and Professionalism
 - To act honestly, truthfully and with integrity in all dealings, both within IUCN and on its behalf or in its name; to examine the accuracy and source of all relevant information before allowing it to be used in Commission products and advice.
 - In all dealings, and especially towards IUCN Commission members, to behave in a professional manner, as part of the collective desire to strengthen the competencies of IUCN and the conservation community.
 - To comply with all applicable laws and regulations in all dealings relevant to IUCN and its activities and objectives.
- Accountability
 - To abide by all relevant governing documents of the relevant SSC.
 - To make all reasonable efforts to ensure that SSC's products are delivered in a timely fashion and meet all relevant contractual terms and conditions.
 - To treat all who provide funding to, or receive funding from, the IUCN Secretariat, SSC or any SG fairly, openly and honestly throughout the fundraising and fund distribution process, with appropriate acknowledgement of all contributions, and proper accounting therefore.
- Ethical Leadership and Transparency

When fulfilling a leadership role within SSC or any SG:

- To do so ethically, operating transparently and fairly, giving appropriate notice of key leadership decisions to affected members, and avoiding personal or institutional bias or favour.
- To act as a fiduciary with regard to any property or information held on behalf of IUCN, SSC or any SG.
- To make reasonable efforts to listen to stakeholders and understand and respect their needs and concerns.

- Responsiveness and Reliability

To contribute to the work and deliberations within SGs, sharing knowledge, time and expertise; endeavouring to honour all commitments; keeping all partners and stakeholders aware of the status of work under such commitments; and refraining from promising more than the member is capable or authorised to deliver.

- Mutual Respect for Colleagues, Peers, IUCN and Commissions

- To recognise all members of the IUCN Commissions as colleagues deserving of respectful treatment both in communications within IUCN and also in communications about them outside of IUCN.
- In cases of disagreement with any position taken by IUCN, SSC and/or any SG, if making any public comment on that position, to express it respectfully.

- Dignity and Cultural Sensitivity

- To respect the cultural diversity of our global network and to behave in all communications on behalf of IUCN, SSC and/or any SG and other related interactions with respect for all peoples, cultures and traditions.
- To avoid and refuse to tolerate discriminatory practices that treat groups or individuals less favourably on the basis of culture, national or ethnic origin, gender, marital or other family status, sexual orientation, socio-economic status, age, disability, political alignment or religious belief.

- Paid and Unpaid Work (Including Consultation) for IUCN or any Commission or SG

When engaging in paid or unpaid work with, or in the name of, IUCN, SSC, or any SG, to abide by the contract, as well as the governing documents of IUCN, the Commission and/or the SG.

- Representation

- When participating in negotiations and policy discussions as a representative of IUCN, SSC and/or any SG, to endeavour to ensure that all actions taken are informed by the relevant policy positions of IUCN and/or SSC.
- To avoid any communication or use of the name, logo or other formal indications of IUCN, SSC or any SG that has not been authorised by the appropriate person or body or which conveys a misunderstanding about whether that communication is authorised by IUCN, SSC or any SG.
- To avoid any statement or behaviour when undertaking a role in the name of IUCN or SSC that exposes IUCN or SSC to legal liability.

- Environmental Responsibility and Safety

- When acting and/or engaging in advocacy affecting conservation or sustainable development, to do so in a manner that reflects IUCN's shared commitment to sustainability, responsibility and environmental best practice, leading by example and, to the extent possible, working with partners who conform to these standards.
- To avoid, where reasonable and possible, any activity that harms or endangers others, where such danger, harm or injury might be perceived to involve IUCN or SSC and to notify appropriate persons where such activity is unavoidable.

- Confidentiality

- To respect the confidentiality of sensitive information about IUCN, SSC and any SG, including closed discussions involving its members, constituents, donors, board and employees.
- Conflicts of Interest
 - To refuse to accept any payment or special consideration from any person or organization whose purpose in providing such a payment is to unduly influence the decisions, policies or actions of the IUCN, SSC or any of its SGs or to interfere in the established decision-making process to accomplish that person/organisation's objectives.
 - To refuse to accept tolerate behaviour described in the previous bullet in others, and to disclose to the Commission Chair (or his/her designee), any potential conflict of interest, before engaging in any action or decision-making involving that conflict.
 - Where for any reason, any SSC member finds that he/she cannot comply with this Code of Conduct, to notify the SSC Chair (or his/her designee), and from that point onward to refrain from claiming to be an SSC member. (IUCN, SSC and its SGs will not criticise any member who takes this option, as long as that person continues to behave respectfully toward IUCN, SSC and its SGs).
- Response to Violations of this Code of Conduct
 - Upon becoming aware of any violation of this Code of Conduct, to request that the person(s) engaging in the violation cease such behaviour.
 - To report any continuing violations to the relevant Commission Chair (or his/her designee).
 - If serving in a leadership capacity that authorises or mandates such action, to respond to reports of violations of this Code of Conduct promptly and appropriately, ensuring that appropriate notice of such response reaches all interested persons, and using discretion as to whether and how broadly dissemination is to be undertaken.
 - SSC shall consider whether to adopt procedures implementing this Code of Conduct.

Procedures pursuant above are attached as [Annex 1](#).

It is the responsibility of all SSC members to read, understand and abide by the above-described Code of Conduct. Action inconsistent with this Code of Conduct or failure to take action mandated by this Code of Conduct may result in that member's removal from the SSC.

9. SSC Awards

9.1. Types of award

There shall be four SSC Awards as follows:

- **The Peter Scott Award for Conservation Merit.** This is the senior SSC award dating back to 1984, and honours Sir Peter Scott, Chair of SSC from 1963 to 1980. The award consists of a medal and a certificate. It is presented to individuals in recognition of exceptional service and leadership to species conservation over many years through their work with the SSC. Recipients are decided by the SSC Steering Committee. Awards may be made at any time, but formal ceremonies will take place once an IUCN Quadrennium.
- **The George Rabb Award for Conservation Innovation.** This award honours Dr George Rabb, Chair of SSC from 1989 to 1996, and is given to individuals in recognition of their delivering transformational advances in conservation theory and practice, and specifically for outstanding innovation and creativity in species conservation in the context of the SSC. The award consists of a prize of USD 5,000 and a certificate. Recipients are decided by the SSC Steering

Committee. Awards may be made at any time, but formal ceremonies will take place once an IUCN Quadrennium.

- **The Harry Messel Award for Conservation Leadership.** This award, established in 2004 in honour of Professor Harry Messel, former Chair of the SSC Crocodile Specialist Group, recognizes emerging leadership in the SSC, especially from individuals who have made a specific contribution to species conservation on the ground through their leadership, as part of an SSC Specialist Group or Task Force. The award consists of a prize of USD 1,000 and a certificate. Recipients are decided by the SSC Steering Committee. Awards may be made at any time, but formal ceremonies will take place once an IUCN Quadrennium.
- **The SSC Chair's Citation of Excellence.** This award is given by the Chair of the Commission in recognition of outstanding contributions to SSC. The award consists of a certificate. Recipients are decided by the Chair of the Commission. Awards may be made at any time

9.2. Nominations for Awards

On at least one occasion during each IUCN quadrennium, SSC members will be invited to make nominations for the Peter Scott Award for Conservation Merit, George Rabb Award for Conservation Innovation, and Harry Messel Award for Conservation Leadership. The Steering Committee will establish an independent Awards Committee to review the nominations and make recommendations for consideration by the Steering Committee.

10. General

10.1. Cooperation with other bodies

The Commission may collaborate with and extend full cooperation to other organisations and bodies promoting objectives similar to those of the Commission, particularly other Commissions, Programmes and offices of the IUCN.

10.2. Submission of reports to the World Congress and IUCN Council

- The Chair shall present a report at each ordinary session of the World Conservation Congress.
- The Chair shall present a report each year to the IUCN Council.

10.3. Communicating on behalf of SSC and IUCN

Members of SSC should not communicate on behalf of the SSC or IUCN, unless so delegated by the Chair of the Commission, or in accordance with the delegation of authority provided in the following documents:

- Terms of Reference, IUCN Species Survival Commission Specialist Group, Task Force and Committee Chairs 2021-2025
- Guidelines for IUCN SSC Leaders 2021-2025
- Terms of Reference for Members of the IUCN Species Survival Commission 2021-2025

10.4. Amendments to these By-laws

- No change may be made to these By-laws which is inconsistent with the IUCN Statutes or the Regulations.
- In case of change these By-laws may be amended at any meeting of the Steering Committee.

Annex 1.

Further guidance on the Code of Conduct and its application by and within the SSC

This Code of Conduct is adopted to provide guidance to the Species Survival Commission (SSC – its respective officers and members and any recognised sub-grouping (SG) within the Commission). It is intended to recognise the important and diverse roles that SSC members play, both in their private capacities and when acting on behalf of SSC or its SGs. If an SSC member's conduct is perceived as inappropriate or unethical, that action and perception can be harmful to the individual, to the SG or SSC, to other SSC members, to IUCN, and to others.

1. Purpose and scope of the Code of Conduct

The purpose of this Code of Conduct is to guide the actions of SSC, its leadership, and its members, particularly when acting on behalf of or in the name of IUCN, SSC and/or any SG. For purposes of this Code of Conduct, the phrase “the rights and responsibilities of SSC or any SSC member” shall include the rights and responsibilities of SGs within SSC. Similarly, where an SG has adopted governing documents of an SG in accordance with the SSC's governing documents, they shall be accorded the same respect and obligation as the governing documents of the SSC. Where this Code of Conduct refers to actions or statements by, within or on behalf of SSC, it shall include such actions or statements by or on behalf of an SG; and where it speaks of assets or property of SSC, that reference shall include assets or property of an SG, without implying any independent right of the SSC to control such assets or property.

This Code of Conduct applies in addition to, and does not alter, any (collective or individual) terms of reference that have been or will be accepted by the IUCN Commissions or their members. It applies to all SSC members, including those in leadership positions within the Commission or any SG (collectively referred to herein as “SSC leadership”).

Nothing in this Code of Conduct shall alter or restrict the rights and responsibilities of SSC or any SSC member as set out in the governing documents of IUCN or any governing documents (constitution, charter, bylaws, statutes, guidelines, rules, procedures, etc) of the SSC. SSC shall ensure that its governing documents are consistent with the provisions of this Code of Conduct.

This Code of conduct provides one element of a broader effort to create and maintain a quality organisation that places the highest priority on ethical conduct. It will be reviewed periodically and amended as necessary.

2. Purpose and impact of this Annex

The following are additional guidance regarding particular aspects of some points within the Code of Conduct. They should not be taken as limitations on its coverage, but only as particular points on which one or more members have indicated that there may be a need for additional guidance.

3. Specific elements of “accountability”

Among other aspects of accountability, the Code of Conduct's commitment to “abide by all relevant governing documents of IUCN and its Commissions” will essentially include the commitment, when transacting any business involving or on behalf of the IUCN, SSC or any SG, to engage in fair and ethical business and labour practices as defined internationally, and to avoid any activity that uses child labour.

4. Specific elements of “ethical leadership and transparency”

With regard to the commitment to “act as a fiduciary”, a member should consider the following to be included:

- control of property of IUCN, SSC or of any SG,
- authority regarding the distribution of information products of IUCN and/or SSC,
- access to its communication tools or
- responsibility for the maintenance or use of its other mechanisms,

that member should act in all respects in the best interests of the body whose property, information, tools or mechanism is so held, placing its interests and the collective interests of all components or members of that body above the member's personal interests.

5. *Specific elements of mutual respect for colleagues, peers, IUCN and Commissions*

Some members have asked that this guidance should be clear that the following points are included within the general obligations specified in the Code of Conduct bullet points under this heading:

- To direct constructive criticism regarding SSC or any SG to the designated leadership of the SSC or SG, in the first instance, in accordance with any designated procedures that may have been adopted within SSC.
- To refrain from harassment, bullying or abuse of authority.
- To refrain from spreading (or allowing the spread of) negative gossip or defamatory statements about colleagues and peers.

6. *Specific elements of "representation"*

Where a member's correspondence or other communications indicate that he/she may be acting, speaking or writing on behalf of or with the support of the IUCN, SSC or any SG, that member should make every reasonable effort to ensure that such correspondence or communication does not give the mistaken impression that he/she is acting or speaking on behalf of IUCN, SSC or any SG. Specifically, this point calls on the member to be aware of the implications of the use or inclusion of the name, logo or other formal indications of IUCN, SSC or of any SG, and to adhere to the SSC By-laws in this regard.

7. *Specific elements of "confidentiality"*

Within the members' commitments with regard to confidentiality, all members specifically should maintain and safeguard the confidentiality of all collegial discussions, including listservers, website discussions on restricted portals, and email exchanges, except with the express agreement of any individual whom a member might wish to quote, paraphrase or name.

8. *Specific Elements of "conflict of interest"*

In complying with the Code of Conduct's provision relating to conflict of interest, each member should:

- refuse to accept any payment or special consideration from any person or organisation whose purpose in providing such a payment is to unduly enrich a single member or group of members, or to unduly influence the decisions, policies or actions of the IUCN, SSC or any of its SGs; and
- refuse to undertake or finance any other activities that are in conflict with any of the provisions of this Code of Conduct.

Wherever a member is uncertain as to whether his/her interests relating to a particular action or decision might constitute a conflict of interest, that member should disclose the potential conflict to the Chair of the Commission (or his/her designee), before engaging in any action or decision-making which involves that conflict.

9. Procedures for addressing claims of violation of the Code of Conduct

Under IUCN's Regulations, its Commissions are organizationally independent, each having a full right to adopt and/or revise its own by-laws; subject only to the limitation that "the by-laws shall conform to the Statutes and the Regulations of IUCN." IUCN's Statutes, Rules and Regulations include a careful balancing to ensure that Commissions retain this independence, but remain a closely linked integral part of the overall Union. Accordingly, the responsibility for the appointment and oversight of Commission members is clearly allocated to the Commission Chairs, who also determine what rules and requirements shall apply. Commission Chairs may address matters formally or informally, as they think fit. Accordingly, in SSC, initial responsibility for addressing allegations that a member of a Specialist Group, Task Force or Red List Authority has violated the Code of Conduct has been specifically assigned to the Chairs and Co-Chairs of applicable Specialist Groups, Task Forces, National Species Specialist Group and Red List Authorities.

The provisions of the Code of Conduct under the heading "Response to Violations of this Code of Conduct" address the first level of response.

It is recognised, however, that in rare cases, controversy regarding such a claim may continue after the decision/action of the assigned responsible person. In those cases, an appeal process may be used:

- Within a reasonable time following such decision, any person involved may refer the matter for guidance to the relevant Chair of the Commission or to any person that has been or may be designated as responsible for such matters.
- The person referring the matter must also inform all involved persons of the referral.
- At his/her discretion, the Commission Chair or designated person may offer guidance on the issue, taking into account the authority of the person making the initial decision, as set out in the relevant terms of reference and/or in the governing documents of the SSC.

10. In the event that any such disagreement should continue after the disposition of a referral to the Commission Chair or designated person:

- any person may, within a reasonable time following referral to the Commission Chair or designee, request that the matter be referred to the designated IUCN Vice Presidents who constitute the Ethics Committee of the IUCN Council.
- In their discretion, that Committee may issue guidance regarding the matter, through the Commission Chair as a member of Council, taking into account the authority of the SSC's leadership, as set out in the relevant terms of reference and in the SSC's By-laws and any relevant non-conflicting bylaw, rule, regulation, statute, Council decision or Congress resolution of IUCN.