



Terms-of-Reference

IUCN Species Survival Commission

Specialist Group, Task Force and Sub-Committee Chairs

2017–2020

Background

The IUCN Species Survival Commission (SSC), created in 1949, is a worldwide science-based network of thousands of volunteer experts who work towards achieving “*A just world that values and conserves nature through positive action to reduce the loss of diversity of life on earth*”. The SSC and the IUCN Global Species Programme (GSP) in the IUCN Secretariat have recently written a joint Strategic Plan for 2017–2020, now incorporated into the IUCN Programme (2017–2020) and redefined the SSC Mandate for 2017–2020.

[SSC](#), as one of IUCN’s six Commissions, works together with the IUCN Secretariat and IUCN Members to deliver the IUCN Programme and Species Strategic Plan. IUCN is striving for delivery of this Programme and Species Strategic Plan through an equitable partnership of all three strands (IUCN Members, Commissions, Secretariat) of the Union which are sometimes described as a ‘triple helix’.

The [GSP](#) is the focal programme for SSC in the IUCN Secretariat. As such the GSP provides an ‘entry point’, facilitating contacts between SSC and other parts of the IUCN Secretariat. The GSP and SSC work very closely together.

Specialist Group (SG), Task Force (TF) and Sub-Committee Chairs (SC) (together with Red List Authorities which are not covered in these terms of reference) constitute the main working units of the SSC, providing the breadth of expertise and commitment that drives the Commission, delivers on its objectives and makes its achievements possible. The groups are professional networks which operate independently, but adhere to IUCN’s vision, mission, structure and policy, and to those of the SSC. They do not have independent legal status, and consequently are unable to enter into formal legal arrangements with another entity. Instead, the groups are composed of experts who volunteer their time to represent and do work on behalf of the SSC.

Specialist Groups may be organized by taxon group, thematically, geographically, and/or around conservation themes or disciplines. The SGs are broadly categorized into seven major taxonomic sets (plants, fungi, mammals, birds, reptiles and amphibians, fishes and invertebrates), and a disciplinary or thematic set focusing on current conservation issues and providing tools and advice to the taxon-based SGs and other entities.

In contrast to SGs and SCs, whose life-span is indefinite, TFs are time-bound groups constituted by the SSC Steering Committee in response to pressing conservation issues or a particular need.

Sub-Committees are established to govern a specific portion of the SSC network or SSC’s activities, and seek to enhance the SSC’s work on thematic and taxonomic areas e.g., marine, plants, freshwater, invertebrates.

Where it is believed that their effectiveness can be enhanced, some SGs are co-convened with SSC partner organizations (for example, several groups were co-founded with Wetlands International). Co-convened SGs should maintain a regular dialogue with their partner organizations. In return, SGs can expect appropriate acknowledgement and support for their activities from these convening partners. This level of co-management differs from the more informal, mutually beneficial support some SGs receive from host organisations that provide capacity or administrative support to a SG but do not have authority in the structure or management of the group.

Chairs of Specialist Groups, Task Forces and Sub-Committees

Specialist Group, Task Force and Sub-Committee Chairs are the driving force of all SGs, TFs and SCs. They provide leadership, guide the activities of their group and have responsibility for the overall governance, conduct, administration and activities of their group. As such, SG, TF and SC Chairs play a vital role in achieving a smooth working relationship between IUCN and SSC members.

Specialist Group, Task Force and Sub-Committee Chairs are appointed by and operate under the leadership of the SSC Chair. As per IUCN Regulation VII-79 and the [SSC By-laws](#), SG, TF and SC Chairs are appointed (and removed) by the SSC Chair in consultation with the SSC Steering Committee. SG, TF and SC Chairs are normally appointed for a fixed term lasting until 90 days after the next IUCN World Conservation Congress but, at the discretion of the SSC Chair, their tenure can be for a shorter period of time. Following the Congress, the newly elected SSC Chair will reappoint/appoint SG/TF/SC Chairs at his/her discretion (IUCN Regulation VII-72).

Specialist Group, Task Force and Sub-Committee Chairs are responsible for meeting the minimum deliverables as outlined in the rest of this document. In the case that the deliverables have not been produced, the SSC Chair may find this sufficient cause to remove Chairs or dissolve specific groups.

The role of SG/TF/SC Chairs and minimum deliverables for which they are responsible are outlined in the remainder of this document.

Support to the SSC network is provided by a team based both in the SSC Chair's Office and the GSP. The main role of the team is to provide general support and help to build capacity across the SSC network in order to strengthen its work. The team acts as the first point of contact for any queries or information and assists with mobilizing the network to provide their expertise and knowledge as required. Click [here](#) for full details of the team, including clarification of individual roles and contact details

TERMS OF REFERENCE

1. Contributing to SSC's Conservation Mandate

1.1 Technical Input

Specialist Groups, Task Forces and Sub-Committees may be asked to contribute:

- Technical information for IUCN and/or SSC's contributions to international conventions (e.g. CITES, Ramsar, CBD, CMS and regional agreements). Requested contributions may be in the form of comments on listing proposals, resolutions or other substantive issues;
- Technical information for the development of national, regional or global species assessments and indicators, and for the identification of geographic areas of importance for their species;
- Technical information to support interventions, targeting governments and / or companies, on urgent conservation issues.
- Technical inputs to the development of e.g., IUCN SSC policies, standards and guidelines, position statements, occasional papers, etc.
- Expert knowledge towards appropriate species planning to aid in prioritisation and facilitation of direct conservation efforts.

- Expert knowledge of the species within their remit to contribute to SSC's wider work with regard to knowledge on the use of species.

In addition to assisting with the provision of critical information to the IUCN Red List of Threatened Species (generally through their Red List Authority Coordinators – see below), the SG/TF/SC Chairs are essential in ensuring that the work of the SSC and GSP is based on cutting-edge conservation science and best practices. To enhance their input to the continuing growth of SSC's leadership in species conservation, SG/TF/SC Chairs are further encouraged on their own prerogative, and in regular, timely and full consultation with their members, to:

- Identify emerging conservation issues and opportunities;
- Provide innovative solutions to broad issues in species conservation;
- Suggest improvements to the *modus operandi* of the SSC;
- Consult regularly and closely with the SSC Chair, the SSC Sub-Committee Chairs, other SG Chairs and/or SSC Chair's Office/GSP staff on matters of mutual concern;
- Contribute to enhancement of products and operations which cut across all SSC groups;
- Engage, through the SSC and the GSP, in higher-level analyses of species conservation through the integration of data from the SSC network and from other IUCN Commissions.

1.2 Alignment with the Species Strategic Plan, including the IUCN Red List Strategic Plan

Through observing and monitoring species, analysing the impacts of threats to biodiversity, and facilitating and undertaking planning and action, the majority of any group's activities should ultimately contribute to achieving the Key Species Results of the Species Strategic Plan (2017–2020).

Specialist Group, Task Force and Sub-Committee Chairs should work in support of the [SSC Mandate](#) and contribute to the implementation of the Species Strategic Plan for 2017– 2020. In accordance with IUCN's Statutes and Regulations, SG, TF and SC objectives and policies must be consistent with those of IUCN (IUCN Regulation VII-79).

Specialist Group, Task Force and Sub-Committee Chairs are therefore responsible for:

- Acquainting themselves with the [SSC Mandate](#) and the Species Strategic Plan (2017–2020), including the [IUCN Red List Strategic Plan \(2016-2020\)](#);
- Developing and implementing a series of priority activities for the SG/TF/SC based on the overarching framework of the Species Strategic Plan, where necessary with the support of SSC Chair's Office and GSP staff;

1.3 Red List Assessments

For all taxonomic SSC Specialist Groups which serve as the Red List Authority for the taxa within their remit, the SG Chair is responsible for recommending a suitable candidate to the Chair of the SSC to act as the Red List Authority (RLA) Coordinator of the Specialist Group. The RLA Coordinator will not normally be the same person as the SG Chair, and indeed this is strongly discouraged. The SSC Chair will appoint the RLA Coordinator after consultation with the SSC Steering Committee and the Red List Committee. The specific responsibilities of RLAs and RLA Coordinators are defined in the [Rules of Procedure for IUCN Red List Assessments 2017–2020](#), which includes details on the Required and Recommended Information necessary to support Red List assessments (essentially, the rules for conducting assessments for *The IUCN Red List of Threatened Species™*). Bird SGs will be invited to support the work led by BirdLife International, which serves as the RLA for all birds.

Specialist Group Chairs are therefore responsible for:

- Providing contact information for the SG's proposed RLA Coordinator;

- b) Ensuring that the RLA Coordinator maintains regular contact with the Red List Unit in Cambridge or the relevant coordinating body (e.g., Sapienza University, in the case of mammals), regarding the status of species assessments consistent with the Species Strategic Plan (2017–2020) and the IUCN Red List Strategic Plan (2016-2020);
- c) The provision of relevant information regarding the status of species, through the RLA Coordinator, to relevant global and regional biodiversity assessment processes, using the Species Information Service.
- d) Together with the RLA Coordinator, sharing joint responsibility for ensuring that the Red List assessment / reassessment deadlines are planned for and met in a timely manner.

2. Specialist Group, Task Force and Sub-Committee Leadership and Functioning

2.1 Governance

A variety of governance structures is possible within a group, ranging from consensus style decision-making to regional sub-groups. However, the SG/TF/SC Chair is ultimately responsible for the overall governance of the group, although Chairs may (and are strongly encouraged to) delegate portions of their responsibilities to their members (e.g., through creating sub-groups to work on things such as taxonomy, fundraising, communications, key policy engagement such as CITES, etc.). SG/TF/SC Chairs may appoint deputies, vice- or regional chairs, assistants, programme officers and any other internal positions to assist them in fulfilling their duties (in addition to agreeing the RLA Coordinator with the SSC Chair as mentioned under 1.3).

Specialist Group, Task Force and Sub-Committee Chairs are therefore responsible for:

- a) Determining the governance structure, policies and decision-making procedures for the SG/TF/SC and communicating them to their membership, preferably as written guidelines;
- b) Establishing clear appointment procedures internally with clarification of roles and responsibilities (please note that Chair/Co-Chair and RLA Coordinator positions only are formally appointed by the SSC Chair) ;
- c) Acting in line with IUCN and GSP/SSC [policies and procedures](#) (e.g., policies on publications, communications, and gender) and consulting with the GSP staff and the SSC Chair's office for guidance on such matters when necessary;
- d) Familiarizing themselves with formal IUCN and SSC statements and policy documents ([guidelines and position papers](#));
- e) Appointing and removing of group members;
- f) Managing internal members' interactions to maintain cohesion, cooperation and effectiveness;
- g) Establishing work plans to guide their activities for the duration of the quadrennium, including work relating to Red Listing, action planning, communication, membership and policy engagement;
- h) Provide GSP staff and the SSC Chair's Office with the names and contacts of all SG/TF members within the group within 90 days of reappointment).

2.2 Appointment of Membership

Specialist Group, Task Force and Sub-Committee Chairs are responsible for:

- a) Constituting and maintaining a dynamic, balanced and representative membership: this includes re-appointing members where appropriate and identifying and appointing suitable new individuals as members of their group, ensuring appropriate technical knowledge and relevant taxonomic and geographic expertise, while promoting an equitable demographic balance (gender, age, and education). SG/TF/SC Chairs are strongly encouraged to identify, recruit and initiate young professionals;

- b) Making clear the procedure and requirements for anyone not already linked to the existing network and wishing to be considered for membership in the SG/TF/SC, and providing timely feedback to such persons wishing to join;
- c) Informing the [Network Support Team](#) (“Membership”) of all member appointments and regularly and proactively updating her/him on members’ contact details, so that members’ details are recorded in the main IUCN Constituency Relation Management (CRM) database which forms the official record of SSC membership and is accessible to the IUCN constituency via the Union Portal
- d) Informing members of their responsibilities (see “[Terms of Reference for Members of the IUCN Species Survival Commission Member, 2017-2020](#)”).
- e) For taxonomic SGs, including members with expert knowledge of the use and trade of the species in their remit, in order to contribute this expertise to the wider work of the SSC with regard to the use and trade of species.
- f) To consider, as appropriate and feasible, including a focal point or working group with expert knowledge in ex-situ conservation of the species in their remit. In the case of zoo relevant species, SG Chairs are encouraged to build relationships with appropriate Taxon Advisory Groups from the zoo community to build support for, and coordination of, conservation priorities.

NB: Individuals appointed as members of a SG, TF and / or Sub-Committee automatically become members of the SSC.

2.3 Oversight and coordination

The implementation of routine functions may be delegated to SG/TF/SC members, where they exist, although this is ultimately the responsibility of the group’s Chair.

Specialist Group, Task Force and Sub-Committee Chairs are therefore responsible for:

- a) Managing the group’s finances (not privately, but ordinarily in conjunction with a host institution or partner), ensuring that funds raised in the name of the group SG/TF/SC are regularly accounted for against contractual obligations and that no over expenditure occurs. SG/TF/SC Chairs should agree their financial arrangements and host institutions with the SSC Chair. **Please note that neither the SSC nor the IUCN will accept liability for the financial commitments or cost over-runs of a SG/TF/SC;**
- b) Managing the group’s communications (both internal and public);
- c) Overseeing the work of SG/TF/SC members making clear their duties and, if relevant, terms of employment;
- d) For projects undertaken by the SG/TF/SC, ensuring proper and efficient implementation reporting;
- e) Maintaining good working relations with other institutions who offer in-kind assistance, such as hosting the group’s secretariat or paid staff, and ensuring that the activities of the group comply with the administrative policies and procedures of the host institution.

NB: Some groups are shared and managed on a cooperative basis with partner organizations e.g., Wetland International. In such cases, additional management requirements may apply.

2.4 Conduct of the Group

- a) Specialist Groups and Task Forces (and, on occasion, Sub-Committees) are often called upon to address complex and controversial conservation issues. They carry a powerful role, able to influence the policies of IUCN and others through the provision of sound, scientifically rigorous, and unbiased technical information and arguments. Many SSC groups are passionate in their support of the species within their remits. In this context, there is a clear danger if SGs/ TFs/SCs are perceived as advocates - their integrity and credibility as technical advisors for the SSC, IUCN and others may become compromised. As such, SG/TF/SC Chairs should be prepared to guide their Groups through challenging and complex issues. When speaking in the name of the

Specialist Group, Task Force or Sub-Committee, Chairs need to work in conformity with IUCN policy and should assume responsibility for the overall conduct of their group with respect to such issues. SG/TF/SC Chairs will receive, and should familiarize themselves with, the relevant policies of IUCN and the SSC. The IUCN GSP staff in Gland (Switzerland) and the SSC Chair's Office will communicate such documents to the Chairs, and may also be found [here](#).

Specialist Group and Task Force Chairs (and in some cases Sub-Committees) are therefore responsible for:

- a) Seeking opportunities to provide input to relevant conservation debates and fora;
- b) Making interventions on technical issues in the name of the group, and ensuring adequate consultation within the group prior to making such interventions;
- c) Maintaining professional standards of conduct that enhance the group's professional profile, standing, contribution and effectiveness;
- d) Recognizing their members' contributions;
- e) Where appropriate, appointing a focal point on topical issues, such as CITES (for groups dealing with species in international trade), general policy), and conservation planning;
- f) Where any issues bear on the work of another SG/TF/SC, Commission / IUCN region, ensuring adequate and proactive consultation and coordination on activities;
- g) Ensuring wide consultation and review within groups where issues are potentially controversial, as well as consultation with GSP staff and the Office of the SSC Chair.

Additional guidelines and advice on maintaining the technical advisory role and managing the conduct of a SG/TF/SC through potentially controversial issues are detailed in the "[Guidelines for IUCN SSC Leaders 2017–2020](#)".

2.5 Code of Conduct

IUCN SSC members, when engaging in activities carried out on behalf of the SSC (and/or IUCN), are expected to adhere to the basic standard of conduct and behaviour as detailed in the Code of Conduct (section VIII of "By-laws of the IUCN Species Survival Commission 2017–2020", and attached here as Annex 1). The Code of Conduct applies across all Commissions to explicitly define the professional high standards expected by its members. The Chairs of SGs/TFs/SCs are strongly encouraged to familiarise themselves, and the members of their groups, with the Code of Conduct.

2.6 Communication

Communication and networking are crucial roles of SG/TF/SC Chairs. This includes communicating outputs to relevant stakeholders and target audiences, profiling the work of the group, and creating mechanisms for responding to requests for information and expertise. **SG/TF/SC Chairs should consult the SSC Chair or GSP staff before communicating to external audiences on potentially controversial issues.**

Specialist Group, Task Force and Sub-Committee Chairs are therefore responsible for:

1. Communicating to the SSC Chair on matters of vital and strategic importance to the group or the species or issues in their remit;
2. Communicating to and amongst their members (through direct contact, correspondence, IUCN Union Portal, social media, Listserv, or other available media);
3. Communicating to the public and the wider SSC, including through: establishing a dedicated website or Facebook page, production of a newsletter (electronic or otherwise), and articles or news stories suitable for inclusion on the IUCN website, SSC e-bulletin or proposing species to be profiled on the Amazing Species website;
4. Communicating with the staff of the SSC Chair's Office or relevant GSP staff as appropriate on the needs, development and delivery of organisational partnerships to support the efforts and capacity of their group.

5. Communicating with relevant GSP staff as appropriate.
6. Communicating with relevant staff at IUCN Headquarters and in Regional and Country Offices, other IUCN Commissions, IUCN Members, IUCN National Committees, SSC Steering Committee Members, SSC Sub-Committee Chairs and other SGs/TFs/Stand-alone RLAs as may be relevant;

Specialist Group, Task Force and Sub-Committee Chairs, as well as the members of their groups, are also asked to recognise their affiliation with the SSC and IUCN in their Specialist Group, Task Force and Sub-Committee logos, letterheads and signatures, as well as in scientific publications resulting from their work as SSC members.

NB. Only the SG/TF/SC Chair is authorised to speak on behalf of the SG/TF/SC, directly and using his/her own signature and SG/TF/SC letterhead (although the SG/TF/SC Chair may delegate authority to do so. Further details are provided in the Guidelines for SSC Leaders 2017–2020.

2.7 Species Annual Report

Each Specialist Group, Task Force and Sub-Committee is required to submit a condensed report on their group's activities annually. The reports will then be consolidated into a main Species Annual Report which will provide a complete summary of the work of the SSC Network, including the SSC Chair's Office and the GSP.

At the start of each year, the Chair will request reports to be submitted by a specified deadline. All groups are asked to comply with this request in a timely manner and to ensure that the report sufficiently reflects the scope and diversity of the work carried out in the previous year.

These yearly reports are extremely well received, both internally and externally. Not only do they provide an overview of the incredible diversity of work being carried out across the SSC network and help to profile all of its noteworthy achievements, but they are one of the most important ways for the SSC to convey its value to current and potential donors.

2.8 Partnerships

Specialist Group, Task Force and Sub-Committee Chairs are responsible for working with stakeholders and partner organisations in a manner they feel best serves the needs of the SSC and their group in particular, and best addresses the conservation challenges within their remit. Organisational partnerships can help to support the group's core administration but can also bolster capacity or provide extra support for groups with, for example, Red List assessments, conservation planning and/or facilitating priority actions. Partnering with organisations such as zoos, aquaria, botanic gardens, NGOs, universities or other organisations in the corporate sector can lead to sustainable, long-term support. This support may be in the form of in-kind contributions, for example: access to facilities, financial hosting, staff support (e.g., Programme Officers or Red List assistance), website hosting, meeting hosting or communication support. These relationships may potentially lead to financial support to deliver on joint objectives.

In return, groups offer many benefits to these organisations for example: provision of up-to-date information, guidance on conservation priorities or approaches, boosted credibility and access to SSC's network of expertise and conservation tools.

SG, TF and SC Chairs are responsible for maintaining positive relationships with partner organisations including communicating clear expectations and deliverables and providing adequate reporting.

The [Network Support Team](#) ("Partnerships") is available to provide, advice, assistance and support in establishing these kinds of mutually beneficial partnerships.

2.9 Fundraising

Specialist Group, Task Force and Sub-Committee Chairs are responsible for working with their members, GSP staff and the SSC [Network Support Team](#) to secure resources needed to support the activities of their Group.

Specialist Group, Task Force Chair and Sub-Committee Chairs are therefore responsible for:

- a) Formulating and implementing a fundraising strategy, where appropriate;
- b) For projects over USD 100,000, coordinating on approaches to prospective donors by notifying relevant GSP staff and/or the SSC Chair's Office of intended fundraising approaches;
- c) Promoting projects and ensuring that funding proposals are widely reviewed by recognized technical experts, GSP staff and/or the SSC Chair's Office, as appropriate;
- d) Maintaining good donor relations and fulfilling all technical and financial reporting requirements in a timely and adequate manner;
- e) Ensuring that, in formulating funding proposals, all IUCN, SSC and Red List branding guidelines and codes of conduct are followed.

2.10 Succession

While there are no set rules on the number of terms for which SG/TF/SC Chairs can be reappointed, all Chairs should be looking for ways to effectively plan successions and seamless transitions. This means identifying potential successors and working with them in a direct and intentional fashion, which is particularly important once a Chair has expressed a desire to step down from the role. In this way, the SSC will continue to have a healthy flow of new energy, new ideas and new leaders to ensure a positive and proactive future. In well-functioning SGs/TFs/SCs there will normally be open internal discussions about succession, which often engages some or all of the membership to ensure openness and transparency when seeking suitable candidates for the position. For more detail on succession planning, please see the Guidelines for SSC Leaders 2017–2020, or contact the [Network Support Team](#) ("General") for advice.

3. Working with the IUCN Global Species Programme

The Global Species Programme aims to support the SSC in its activities to deliver the Species Strategic Plan as a contribution to the IUCN Programme (2017-2020).

Network support is delivered to SSC SGs, TFs and SCs from the GSP in the form of both programmatic and administrative support. Programmatic support is delivered through the provision of tools, including tools for Red Listing, species assessment projects, incorporation of SG/TF/SC work into projects, as well as support for engagement with policy mechanisms, to mention just some. Administrative support includes activities such as registration of Commission members, communications, and some limited fundraising support.

It is important that the SSC network in general has realistic expectations regarding the level of support that is possible from the both the GSP and SSC Chair's Office.

Annex 1. Code of Conduct for IUCN Commission Members

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.

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 or 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.

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.