

CODE OF ETHICS

of the

South African Hydrological Society



Members of the South African Hydrological Society (SAHS) agree to engage with each other in a spirit of mutual respect. All interactions and feedback should be constructive and empathetic. SAHS recognises that active society members and those serving in the council are volunteering their time for the benefit of a shared community of practice.

Member(s) may be dismissed from SAHS and council members may be requested to vacate their SAHS council positions on the grounds of conduct contrary to this Code as stipulated below.

As SAHS members we:

- acknowledge that members will engage with each other respectfully at all times
- agree that members should remain objective and professional in their conduct at all times
- concede that discrimination of any sort will not be tolerated and agree to actively promote inclusivity
- concede that personal attacks, e.g. verbal or written abuse, will not be tolerated
- acknowledge the obligation of all members to engage in responsible and honest participation
- acknowledge that decision-making must be unprejudiced, unbiased, just, and transparent
- agree that differences in opinion are to be noted and not treated as sources of conflict
- concede that disputes are to be resolved professionally, cordially and timeously
- agree not to engage in any actions which may bring SAHS into disrepute
- acknowledge that membership of SAHS is open to all with an interest in hydrology and therefore membership must not be portrayed as implying any qualification or expertise of the member
- agree that SAHS members shall not claim to speak on behalf of the society as a whole, with the exception of specific communications agreed upon by the SAHS council

- uphold professional and academic integrity, including but not limited to, acknowledging sources of information consulted and used in our work

The definition of poor conduct is any behaviour contrary to what is presented in this Code, such as, but not limited to: lack of respect, discrimination, a lack of openness, dishonesty, prejudice or bringing SAHS into disrepute. It will be up to the council to decide what constitutes such behaviour in specific instances and to make these decisions clear.


Where conflict can be solved informally, this is encouraged. However, if interactions become harmful to at least one party, the following formal process shall be followed to protect SAHS members:

- Any SAHS member can bring their complaint to the SAHS council in a short written statement with the facts and particulars, and the case will be discussed internally at a subsequent council meeting.
- It will be the role of the meeting's Chairperson to communicate the outcome of council's discussion to the person(s) in question in a timeous manner (i.e., not more than 1 month following the council meeting), and to inform them of their right to appeal the decision (appeal process described in section 11.3 of the SAHS constitution).
- The decision of the committee after the appeal will be final and binding.
- The details of these processes will be kept confidential and not shared outside of council and the parties involved as far as is reasonably possible.

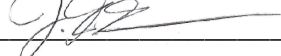
SIGNATURES

This Code of Ethics was adopted at the first General Meeting of the South African Hydrological Society (SAHS) in Gauteng on 10 October 2022. Signed by:


President

Name: Dr Tendai Sawunyama Signature: 
 Date: 10 October 2022 Location: Mbombela

Secretary

Name: Dr Julia Glenday Signature: 
 Date: 1 November 2022 Location: Cape Town

Treasurer

Name: Ms Tinisha Chetty Signature: 
 Date: 1 November 2022 Location: Pietermaritzburg