

FEBRUARY 2ND - 4TH, 2021

— 2021 —
virtual
ANNUAL MEETING



TEXAS CHAPTER OF THE
AMERICAN FISHERIES SOCIETY

MEETING PROGRAM



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WELCOME



Greetings everyone and welcome to the 45th annual meeting of the Texas Chapter of the American Fisheries Society. This is the first virtual meeting in chapter history. Although most of us would rather assemble in person to catch up with friends and colleagues, our planning committee has prepared a high-quality virtual meeting that I know you will enjoy. I hope you stay engaged throughout the meeting and participate in the continuing education sessions, technical presentations, scholarship and awards presentation, the business meeting, and take some time to view the online posters complete with question and answer capability. The planning committee and chapter volunteers have done a tremendous job in coordinating this event. We couldn't have pulled this off without your dedication. Thank you all for attending and contributing to our chapter.

Sincerely,
Dakus Geeslin
President-Elect, Texas Chapter of the American Fisheries Society

Welcome to the first, and hopefully final, virtual meeting of the Texas Chapter of the American Fisheries Society. Even during a raging pandemic, our dedicated members will carry on the tradition of fellowship and exchanging scientific and management information that advances fisheries. The chapter leadership team has worked diligently for several months to organize a virtual meeting. I'm sure most people would much prefer a traditional in-person meeting at an interesting venue, but our Zoom meeting is not without advantages. Registration has been robust, and we have a great line-up of talks that will be presented during three Zoom sessions. We also have two excellent continuing education sessions that will be presented online plus the annual business meeting that also will contain the awards presentations. I hope everyone is able to logon for all or most of these sessions. The technology makes it very convenient to listen and participate. We anticipate some fruitful interactions via Zoom. Be sure to download the most recent version of the Zoom app prior to the first session. Finally, I would like to thank our meeting and scholarship sponsors for their continued support of our chapter. In place of the auction, we have arranged an online store where you can purchase a variety of items with the chapter logo. Please visit the website and buy some items, which contributes funds for student scholarships and awards. Finally, I offer my heartfelt thanks to President-elect Geeslin and the rest of the leadership team for arranging our annual meeting under unusual circumstances. I'll see you soon online.

Sincerely,
Kirk Winemiller, PhD
President, Texas Chapter of the American Fisheries Society





NAVIGATING THE VIRTUAL MEETING



Welcome to the first virtual meeting for the Texas Chapter of the American Fisheries Society! We all wish we were able to gather in person this year, but like the rest of the world, we have had to adapt to this unique and challenging year. The Virtual Meeting Planning Committee looks forward to once again sharing our love of fisheries and the latest in fisheries research despite the difference in venue. We are glad you took the time to be "here" and hope you enjoy the conference this year and that the tides will turn towards a bright future where we will gather in-person again.

Accessing the meeting

The 2021 Virtual Meeting of the American Fisheries Society will be hosted via Zoom and the TCAFS Website. Zoom Meeting links for each day will be sent to all registered participants. There will be a separate link for each day of the meeting. Poster presentations, help documents, and more may be found at <https://units.fisheries.org/tx/2021-meeting-home-page/>.

Oral Presentations

Oral Presentations will be presented in a single Zoom meeting: there will be no side rooms or symposiums. Presentations will adhere strictly to the schedule presented here so the audience can join for the talks that most interest them. Audience members that have questions about presentations may ask them during the presentation time or by emailing the presenter afterwards. If you do not have a presenter's contact information, email Editorial Committee Co-Chair, Alice Best (Alice.Best@tpwd.texas.gov) to have your question forwarded.

Posters Presentations

Poster presentations will be available for viewing throughout the meeting at on the TCAFS website at <https://units.fisheries.org/tx/category/posters/>. Each poster has an associated comment section where audience members may ask the presenter questions or leave a comment.

Trouble Shooting

A "Troubleshooting Zoom" document is available online at <https://units.fisheries.org/tx/2021-meeting-home-page/> and at the end of this Program.

Lunch with Mossback Fish Habitat

Stay online during lunch on Wednesday to learn about products from our sponsor, Mossback Fish Habitat. Mossback representatives will remain on the call to answer your questions about Mossback Fish Habitat structures and how you can use them in your next project.



Thank You

The Texas Chapter of the American Fisheries Society could not hold its annual meeting, virtual or otherwise, without continuing support from the Sportsmen's Club of Fort Worth and our meeting sponsors



2021 PLATINUM SPONSORS



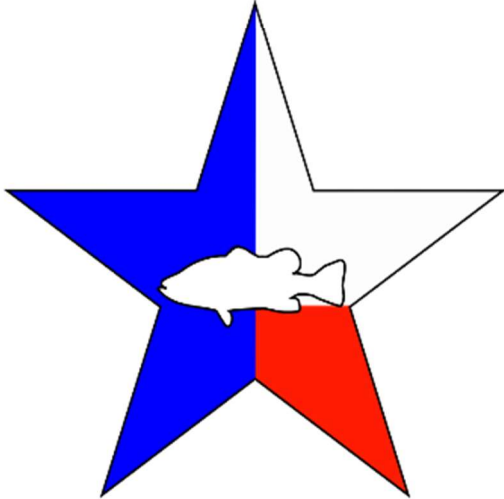
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SCHEDULE AT A GLANCE



Date	Time	Event	Host
Tuesday February 2, 2021	9:30am-10:00am	Zoom Sign in available	
	10:00am-12:00pm	HIRE: Hiring Interviews & Resume Editing Presenters: Margaret Stadig (TPWD) and Josh Perkin (TAMU)	Host: Kevin Conway Co-Host: Hanna Bauer
	12:00pm-1:00pm	Lunch	
	1:00pm-3:00pm	Hands-on data analyses in Excel from t-test to multivariate regression with one equation Presenter: Thom DeWitt (TAMU)	Host: Thom DeWitt Co-Host: Dakus Geeslin

Date	Time	Event	Host
Wednesday February 3, 2021	8:30am-9:00am	Zoom Sign in available	
	9:00am-9:30am	Plenary and Welcome	Host: Kirk Winemiller Co-Host: Sarah Haas
	9:30am-10:30am	Technical Session	
	10:30am-10:45am	Break	
	10:45am-12:00pm	Technical Session	Host: Kirk Winemiller Co-Host: Sarah Haas
	12:00pm-1:00pm	Lunch with Mossback Fish Habitat Stay online during lunch to learn about products from our sponsor, Mossback Fish Habitat	
	1:00pm-2:30pm	Technical Session	Host: Josh Perkin Co-Host: Natalie Goldstrohm
	2:30pm-2:45pm	Break	
2:45pm-4:00pm	Technical Session	Host: Josh Perkin Co-Host: Natalie Goldstrohm	

Date	Time	Event	Host
Thursday February 4, 2021	8:30am-9:00am	Zoom Sign in available	Host: Masami Fujiwara Co-Host: Shaun Donovan
	9:00am-10:30pm	Technical Session	
	10:30am-10:45am	Break	
	10:45am-12:00pm	Technical Session	Host: Masami Fujiwara Co-Host: Shaun Donovan
	12:00pm-1:00pm	Lunch	
	1:00pm-2:45pm	Technical Session Business Meeting with Scholarship and Award Presentation	Host: Kirk Winemiller Co-Host: John Taylor
	2:45pm-3:00pm	Break	
	3:00pm-4:00pm	Business Meeting with Scholarship and Award Presentation	Host: Kirk Winemiller Co-Host: John Taylor





POSTER PRESENTATIONS



Poster Presentations are available on the TCAFS 2021 Virtual Meeting Website, or directly at <https://units.fisheries.org/tx/category/posters/>. Comment sections are available below each poster and presenters will be checking their posters regularly to answer your questions and comments.

- 1 Cost-Benefit of alternate feeding regimens for grow-out of Guadalupe Bass fingerlings to 100 mm
Lexi Smith, Tarleton State University and Texas Parks and Wildlife Department
- 2 Standard weight analysis of Largemouth Bass in Texas A&M University's Aquaculture Research and Teaching Facility Reservoir
Cole Tschirhart, Texas A&M University
- 3 A gap in the armor: Spearfishing reduces biomass of invasive suckermouth armored catfish
Joshuah S. Perkin, Texas A&M University
- 4 Predicting the invasions of Sheepshead Minnow (*Cyprinodon variegatus*) and the Gulf Killifish (*Fundulus grandis*) in Texas waters using ecological niche models
Carmen G. Montana, Stephen F. Austin State University
- 5 Going the distance: Multiscale assessment of Conchos Pupfish (*Cyprinodon eximius*) abundance and distribution in West Texas
Lindsey C. Elkins, Texas A&M University
- 6 Piscivory by Brown Trout (*Salmo trutta*) in tributaries of the Jemez River, New Mexico
Jansen Ivie, Texas Tech University
- 7 Assessing fish swimming performance to inform stream crossing design and barrier prioritization
Cameron Emadi, University of North Texas
- 8 Assessing Alligator Gar diel activity in the Lower Brazos River Basin
Johnathan Ellard, Texas A&M University
- 9 Megafish movement: Testing stream fish movement paradigms using Alligator Gar
Florian Kappen, Texas A&M University
- 10 Stream fish standard sampling protocols
Sara Stearns, Texas A&M University



- 11 Spatially constrained rarefaction to estimate fish species richness in reservoir environments
Wyatt Stinebaugh, Texas A&M University
- 12 Fishes and habitat associations of the Delaware River, Texas
Christa Edwards, Texas State University
- 13 Evaluation of Index of Biotic Integrity for the Delaware River fish community
Melissa Wolter, Texas State University
- 14 Modeling metacommunities in intermittent streams
Erin Nguyen, Texas A&M University
- 15 Assessing the health of a stream in East Texas: an approach using aquatic invertebrates and fish as bioindicators
Courtney Plummer, Stephen F. Austin State University
- 16 Testing restricted movement of Plains Killifish (*Fundulus zebrinus*)
Noah Santee, Texas A&M University
- 17 Distribution and habitat associations of Redspotted Sunfish (*Lepomis miniatus*) among Edwards Plateau (TX) drainages
Steven Lopez, Texas State University
- 18 Assessing the ecology and abundance of the Pirate Perch (*Aphredoderus sayanus*) in East Texas streams
Valerie Castillo, Stephen F. Austin State University
- 19 Spatial distribution and ecological aspects of the Blackspot Shiner (*Notropis atrocaudalis*) in streams in East Texas
Brittney Reese, Stephen F. Austin State University
- 20 Suburban succession in DFW: setting foundations to investigate aquatic ecosystem structure, function and resilience in watersheds experiencing rapid urbanization
Sara McGillewie, University of North Texas
- 21 Microplastics: A new reported item in stomach contents of fishes in local streams in East Texas
Lucas Lee Kahn, Stephen F. Austin State University
- 22 Human health risks associated with the consumption of fish harvested from a freshwater resource feeding the Aral Sea
Dalton Allen, Texas Christian University
- 23 Seasonal abundance and length patterns of Brown and White Shrimp in Texas estuaries and nearshore waters: implications for population and fishery dynamics
Zachary Olsen, Texas Parks and Wildlife Department
- 24 Salinity-induced marine community shifts in a hypersaline estuary during fall months
Catherine Eckert, Texas Parks and Wildlife Department
- 25 Spatial trends and environmental preferences of Tripletail (*Lobotes surinamensis*) in Texas, 1990-2019
David Ushakow, Texas Parks and Wildlife Department





ORAL PRESENTATIONS



Wednesday February 3, 2021

8:30 AM	Meeting Opens; Zoom Sign in allowed
9:00 AM	Plenary with Brian Murphy
9:30 AM	Three Decades of Concerted Efforts to Conserve the State Fish of Texas (1991–2021): Reflecting on Strategies, Outcomes, Lessons Learned, and Future Directions <i>Timothy Birdsong, Texas Parks and Wildlife Department</i>
9:45 AM	Science Social Media <i>Julie Hagen, Texas Parks and Wildlife Department</i>
10:00 AM	Public Engagement in River and Riparian Conservation Through Social Media <i>Megan Bean, Texas Parks and Wildlife Department</i>
10:15 AM	Introducing Fisheries Careers to K-12 Students using Distance Learning <i>Holly Grand, Texas Parks and Wildlife Department</i>
10:30 AM	<i>Break</i>
10:45 AM	Fish Community Assembly at Multiple Scales in East-Central Texas <i>Jake Swanson, Division of Environmental Science, Arthur Temple College of Forestry and Agriculture, Stephen F. Austin State University</i>
11:00 AM	Longitudinal Fragmentation of Stream Fish Metacommunities <i>Lauren Yancy, Texas A&M University</i>
11:15 AM	Characteristics from the natural flow regime paradigm predict occurrence of imperiled Great Plains fishes <i>Erin Nguyen, Texas A&M University</i>
11:30 AM	Assessing restoration effectiveness: a review of river restoration <i>Jane S. Rogosch, U.S. Geological Survey, Texas Tech University</i>
11:45 AM	Multiple lines of evidence reveal complex Rainbow Trout responses to stream habitat enhancements <i>Scott Collins, Texas Tech University</i>
12:00 PM	Lunch with Mossback Fish Habitat Stay online during lunch to learn about products from our sponsor, Mossback Fish Habitat
1:00 PM	25 Years of Monitoring Texas Artificial Reefs <i>Brooke Shipley, Texas Parks and Wildlife</i>
1:15 PM	Population genomics of the blue crab (<i>Callinectes sapidus</i>) in the US <i>Luis Hurtado, Department of Ecology and Conservation Biology, Texas A&M University</i>



Wednesday February 3, 2021

1:30 PM	Variation in shell shape of the Eastern Oyster (<i>Crassostrea virginica</i>) correlates with population structure in the Gulf of Mexico <i>Joel Anderson, Texas Parks and Wildlife</i>
1:45 PM	Phylogeography and Demographic History of Black Drum <i>Damon Williford, Texas Parks and Wildlife Department</i>
2:00 PM	Appetite for change: Angler values and preferences for expanded regulations in a declining Louisiana fishery <i>David R. Smith, Texas Parks and Wildlife Department</i>
2:15 PM	Larval Spotted Seatrout and Southern Flounder responses to different temperature/salinity levels in metabolic rate and energy demand <i>Daniel Hardin, Texas A & M University Corpus Christi</i>
2:30 PM	Break
2:45 PM	Multiple survey methods reveal greater abundance of endangered pupfish in restored habitats <i>Matthew Acre, USGS</i>
3:00 PM	Occurrence, movements, and ecomorphological aspects of the Sabine Shiner (<i>Notropis sabiniae</i>) in an East Texas Urban Watershed <i>Zachary Hutchens, Department of Biology, Stephen F. Austin State University</i>
3:15 PM	Reproduction, Life History, and Diets of the Greenthroat Darter (<i>Etheostoma lepidum</i>) in an Edwards Plateau spring system <i>Sabrina Thiels, Texas State University</i>
3:30 PM	Conservation Genetics of the Sharpnose Shiner (<i>Notropis oxyrhynchus</i>) and Smalleye Shiner (<i>Notropis buccula</i>) <i>Ryan Vazquez, Texas Tech University</i>
3:45 PM	Establishing patterns in vegetation associations and predicting habitat associations of the Fountain Darter (<i>Etheostoma fonticola</i>) in the San Marcos and Comal rivers of Texas. <i>Christa Edwards, Texas State University</i>

Thursday, February 4, 2021

9:00 AM	Sensitivity of stream temperature to climate warming and environmental factors in regulated rivers of Texas <i>David Young, Texas Parks and Wildlife Department</i>
9:15 AM	Temporal distribution modeling reveals upstream habitat drying and downstream non-native introgression are squeezing out an imperiled headwater fish <i>Stephanie Parker, Texas A&M University</i>
9:30 AM	Climate-driven increases in fish diversity negatively impact native fish survival <i>Michaela Pawluk, Texas A&M University</i>



Thursday, February 4, 2021

9:45 AM	Assessment of impacts to mussel community structure from a new wastewater discharge in the upper Sabine River <i>Clint Robertson, Texas Parks & Wildlife Department - Inland Fisheries</i>
10:00 AM	Assessing concentrations of microplastic and microfiber particles in urban Texas lakes <i>Andrea Norton, Texas Tech University</i>
10:15 AM	Parasites of White Crappie (<i>Pomoxis annularis</i>) in the Concho Valley of West-Central, Texas <i>Blake Thornton, Angelo State University</i>
10:30 AM	<i>Break</i>
10:45 AM	Effects of non-native Brown Trout (<i>Salmo trutta</i>) on the growth rates of native stream fishes in New Mexico <i>Owen George, Texas Tech University</i>
11:00 AM	Insights on the establishment of the invasive Sheepshead Minnow (<i>Cyprinodon variegatus</i>) in the Brazos River <i>Erin Shepta, Stephen F. Austin State University</i>
11:15 AM	Movement and Survival of Invasive Suckermouth Armored Catfish within the San Marcos River <i>Allison Hay, Texas A&M University</i>
11:30 AM	Trophic Ecology of Invasive Lionfish Across Depth in the Florida Keys <i>Hanna Bauer, Texas Parks and Wildlife Department, Louisiana State University</i>
11:45 AM	A Coastal Epidemic: Monitoring Black Gill Disease in Gulf Coast Shrimp <i>Jillian Swinford, Texas Parks and Wildlife Department - Coastal Fisheries Division</i>
12:00 PM	<i>Lunch</i>
1:00 PM	Efficacy and Temporal Capture Patterns of Bank Poles in the Kansas River: A Novel Sampling Tool for Catfish Managers <i>Quintin Dean, Texas Parks and Wildlife Department</i>
1:15 PM	Accelerometer Telemetry of Two Snook Species in the Bahia Grande and Surrounding Waters of South Texas <i>Jonathan Truett Cawlfeld, University of Texas Rio Grande Valley</i>
1:30 PM	Development of an autonomous tracking method for Common Snook (<i>Centropomus undecimalis</i>) in the Bahia Grande. <i>Connor Gallagher, University of Texas Rio Grande Valley</i>
1:45 PM	Patterns and predictors of Alligator Gar movement across mainstem-tributary ecotones <i>Hayden Roberts, Texas A&M University</i>
2:00 PM - 4:00 PM	Business Meeting with Scholarship and Award Presentation





TROUBLE SHOOTING ZOOM



This document is intended to assist with any issues that arise during the 2021 TCAFS Annual Meeting to be held on Zoom. While this document does not contain all possible troubleshooting possibilities, this document should cover the most common Zoom conference issues.

It is highly recommended that everyone that registered for the meeting conducts a Zoom audio and speaker test with the computer set up (including any headphones) they intend to use during the meeting especially if presenting during the technical session.

This document contains step by step instructions for some issues while other have hyperlinks to direct the user to a website with more detailed assistance. Click the subject in the table of contents to quickly be directed to the issue that you are experiencing.

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Zoom audio and speaker test

Test Zoom: To test your speakers and microphone you can open your own Zoom test meeting <https://zoom.us/test>.

A test Zoom session will also make sure that the Zoom downloads are current.

Anyone that is presenting during the meeting should test the microphone and speakers on the computer they plan to use for their presentation.

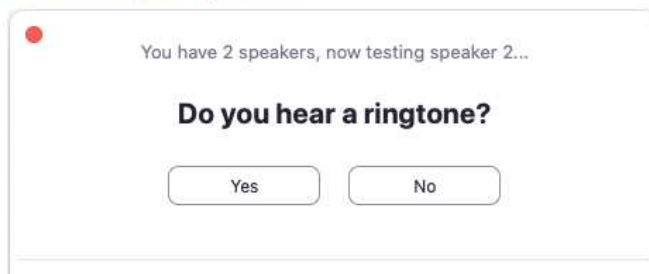
Testing audio before joining a meeting

If you haven't enabled the [setting to automatically join by computer audio](#), you can test your speaker and microphone before joining a meeting:

1. After [joining a meeting](#), click **Test Speaker and Microphone**.



2. The meeting will display a pop-up window to test your speakers. If you don't hear the ringtone, use the drop-down menu or click **No** to switch speakers until you hear the ringtone. Click **Yes** to continue to the microphone test.





How do I join a Zoom meeting?

You can join a meeting by clicking the meeting link or going to join.zoom.us and entering in the meeting ID.

If you haven't received the email you need to activate your Zoom account, fear not. It will come, it may just take a while. While most activation emails are sent out within seconds, some may take up to 30 minutes to make it to your inbox. There's nothing to do on your end but to sit tight.

Do I have to have a webcam to join on Zoom?

While you are not required to have a webcam to join a Zoom Meeting or Webinar, you will not be able to transmit video of yourself. You will continue to be able to listen and speak during the meeting, share your screen, and view the webcam video of other participants.

No one can hear your presentation.

Check that you are not muted: Click to activate the microphone. If the microphone icon is crossed, then you are muted.

If you are using an external microphone: many external microphones have their own mute feature- make sure that the mic itself isn't muted

Check your Bluetooth connection: make sure that your Bluetooth headset isn't connected to another device.

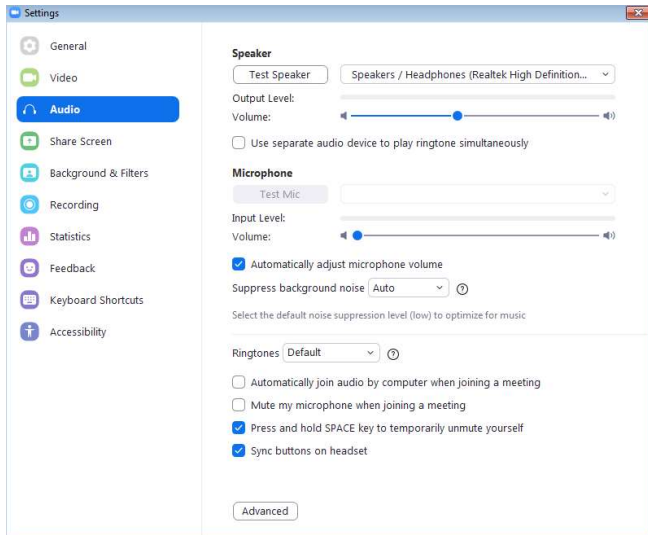
Check the audio source in Zoom:

If you're in a call and no one can hear you, you can click on the up arrow to expand the audio button in the Zoom app. You'll then see the options available on your computer so you can use the correct microphone.



Check the audio settings in Zoom:

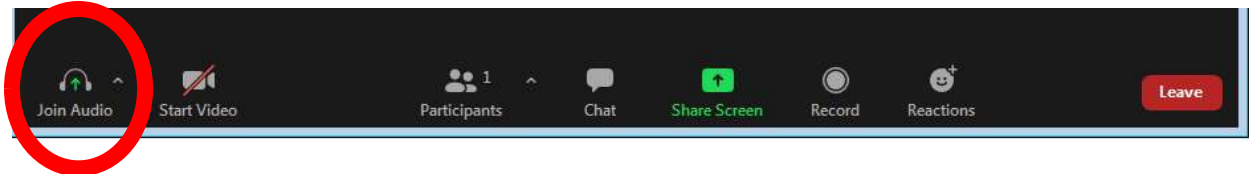
Similar to above, if you're not in a meeting you can open Zoom, open the settings and head to "audio". Here you'll have the option to set your preferences as well as test the microphone and speaker on your PC to see if it's working. If your mic is too quiet, you can turn up the levels here.



You Can't Hear Audio

On most devices, you can join computer/device audio by clicking Join Audio, Join with Computer Audio, or Audio to access the audio settings. <https://support.zoom.us/hc/en-us/articles/201362283-How-Do-I-Join-or-Test-My-Computer-Audio->

Did you join a meeting and can't hear anyone? If so, you probably closed the window that popped up before you logged into a meeting. Instead of closing it next time, make sure to press the blue "Join with Computer audio" button instead. But just in case you forget again, you can select the "Join audio" option in the bottom-left corner of the screen during a meeting and then click the already-mentioned "Join with Computer Audio" button that appears.



If you don't hear an audio replay, use the drop-down menu or click **No** to switch microphones until you hear the replay. Click **Yes** when you hear the replay.



The Presenter's video is covering their presentation on my screen

During a presentation, the presenter's video will remain visible in front of their presentation. You can reduce the number of video feeds in the window by clicking the menu icon on the top left corner about the video feed and you can move the video window by clicking it and dragging it.

How do I share my screen?

Click the **Share Screen** button  located in your meeting controls.

Select one of these screen share options:

Basic: Share your entire desktop, specific application window, whiteboard, or iPhone/iPad screen.

Note: Users can select multiple desktop programs at once, instead of sharing their entire desktop. Only the user employing this feature will need to be on version 5.4.3 or higher, while viewers can be connected with older versions. Hold the **Shift** key on macOS or the **Ctrl** key on Windows to select more than one application.

Using dual monitors

If you are using a dual monitor set-up, you can turn on the **dual monitors** feature to see the screen sharing on one monitor and participants on the second.

Note: On Mac OS 10.15 Catalina, you need to **allow Zoom access to screen recording** to share your screen. You can do this in your **System Preferences > Security & Privacy > Privacy > Screen Recording**. Check the option for **zoom.us**.

My video/camera isn't working.

Read tips on troubleshooting a camera that won't start or show video.

<https://support.zoom.us/hc/en-us/articles/202952568-My-Video-Camera-Isn-t-Working>

Webcam not working: If your webcam isn't showing up, make sure all other programs that use the webcam are closed. Zoom may not be able to use the camera if it's currently accessed by a different application.



There is echo in my meeting.

Echo can be caused by many things, such as a participant connected to the meeting audio on multiple devices or two participants joined in from the same local. <https://support.zoom.us/hc/en-us/articles/202050538-Audio-Echo-In-A-Meeting>

Audio isn't working on my mobile device.

If your presentation has video and sound:

<https://support.zoom.us/hc/en-us/articles/204484835-My-Audio-is-Not-Working-on-iOS-or-Android>

There's no sound when sharing a video/YouTube.

If you want to share video content with sound via screen sharing, you'll need to tick the "share computer sound" option when you share your screen. Otherwise the only sound people will get is that coming through your mic.





AFS MEETINGS CODE OF CONDUCT



AFS is committed to providing a safe, productive, and welcoming environment for all meeting participants

Purpose:

American Fisheries Society (AFS) meetings are among the most respected scientific meetings of fisheries professionals in the natural resource scientific community. AFS values the diversity of views, expertise, opinions, backgrounds, and experiences reflected among all attendees, and is committed to providing a safe, productive, and welcoming environment for all meeting participants and AFS staff. All participants, including, but not limited to, attendees, speakers, volunteers, exhibitors, staff, service providers, and others, are expected to abide by this Meetings Code of Conduct. This Code of Conduct applies to all AFS meeting-related events, including those sponsored by organizations other than AFS but held in conjunction with AFS events, in public or private facilities.

Expected Behaviors:

- Treat all participants, attendees, AFS staff, and vendors with respect and consideration, valuing a diversity of views and opinions, and critiquing ideas rather than individuals.
- Refrain from demeaning, discriminatory, or harassing behavior and speech directed toward other attendees, participants, AFS staff, and suppliers/vendors.
- Be mindful of your surroundings and of your fellow participants. Alert AFS staff or venue event staff if you notice a dangerous situation or someone in distress.
- Respect the rules and policies of the meeting venue, hotels, AFS-contracted facility, or any other venue.
- To foster a welcoming environment, assist AFS members with impaired physical or cognitive abilities, if necessary.

Unacceptable Behaviors:

- Harassment, intimidation, or discrimination in any form is unacceptable. Harassment includes speech or behavior that is not welcome or is personally offensive. Behavior that is acceptable to one person may not be acceptable to another, so use discretion to be sure respect is communicated. Harassment intended in a joking manner still constitutes unacceptable behavior. Regardless of your intent, if you are advised directly or by another party that some aspect of your speech or behavior at an AFS meeting is harassment, you are expected to stop engaging in such speech or behavior.
- Do not physically or verbally abuse any attendee, speaker, volunteer, exhibitor, AFS staff member, service provider, or other meeting guest.



- Examples of unacceptable behavior include, but are not limited to, unwelcome or offensive verbal comments related to age, appearance, or body size, employment or military status, ethnicity, gender identity and expression, individual lifestyle, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race, or religion. Harassment can also include the use of sexual and/or discriminatory images in public spaces or in presentations; deliberate intimidation; stalking; following; harassing photography or recording; sustained disruption of talks or other events; bullying behavior; inappropriate physical contact; and unwanted sexual attention.
- Appropriate and responsible personal use of photographs or posts to social media of another individual's oral presentation, poster, or likeness is acceptable unless permission is specifically denied by the individual.
- Do not disrupt talks at oral or poster session or activities in the exhibit hall or at other events organized by AFS at the meeting venue, hotels, or other AFS-contracted facilities.
- Any retaliation against participants for reporting unacceptable behavior is unacceptable. Like harassment or discrimination, retaliation against reporting poor behavior will be subject to consequences.

Reporting Unacceptable Behavior:

- Anyone experiencing or witnessing behavior that constitutes an immediate or serious threat to public safety at any time should contact local law enforcement (by calling 911) and immediately notifying facility security without delay.
- If you are not in immediate danger but feel that you are the subject of unacceptable behavior, you are encouraged to file a formal complaint to the AFS Ethics and Professional Conduct Committee and/or an AFS officer or the AFS Executive Director which will then be forwarded to the Ethics and Professional Conduct Committee for assessment.

Consequences:

- Anyone requested to stop unacceptable behavior is expected to comply immediately.
- Consequences to unacceptable behavior will be determined by the AFS Ethics and Professional Conduct Committee in conjunction with AFS officers and the AFS Executive Director.
- Consequences may include one or more of the following actions:
 - Dismissal from the meeting without refund
 - Reporting to your agency
 - Exclusion from any future AFS (sub unit/chapter/division) meetings for five years
 - Revoke of AFS membership without the opportunity for renewal for five years
 - If the offense is criminal, local law enforcement will be contacted.

