

Code of Conduct

King Cobra Symposium 2026



The King and Other Elapid Snakes of the Oriental Tropics

The Kālinga Foundation and The Herpetofauna Foundation are committed to creating a welcoming, inclusive, and respectful environment for all participants at the 2026 symposium. We encourage diverse voices and perspectives, and strive to uphold a space that promotes safety, equity, and collaboration. This Code of Conduct outlines acceptable behavior and provides guidelines for responding to incidents of misconduct. All participants—including attendees, speakers, organizers, volunteers, exhibitors, partners, and service providers—are expected to abide by this Code across all symposium venues, including social events and online interactions.

Core Values

- Diversity – Valuing individual and group differences across attributes such as race, caste, gender identity, age, ethnicity, ability, religion, socioeconomic status, profession, sexual orientation, and more.
- Inclusion – Ensuring that everyone feels respected, supported, and empowered to participate fully.
- Equity – Committing to fair treatment, access, and opportunities for all.

Encouraged Behavior

- Treat all participants with respect, kindness, and openness.
- Use inclusive language and listen actively without interrupting.
- Communicate thoughtfully and engage in constructive dialogue.
- Respect personal boundaries, especially in physical, verbal, and online spaces.
- Acknowledge others' contributions and support collaboration.
- Comply with venue rules and obtain consent before photography or recording.

Unacceptable Behavior

- Harassment, discrimination, or exclusionary conduct in any form
- Inappropriate physical contact or unwelcome attention
- Use of offensive, sexual, or discriminatory language, gestures, or imagery
- Intimidation, stalking, or sustained disruption of sessions
- Abuse of power or microaggressions based on race, gender, or identity
- Retaliation against anyone who reports misconduct

Behavior intended as a joke may still be considered harassment. When in doubt, choose kindness and seek clarity.

If You Feel Unsafe or Witness Misconduct

If you or someone else is in **immediate danger**, please alert venue security or contact local authorities. Otherwise, follow the incident reporting process outlined below.

Step 1: Identify the Incident

Keep a note of:

- Date, time, and location
- Names or descriptions of individuals involved
- Witnesses (if any)
- What occurred, including specific actions or words

Step 2: Respond (if safe to do so)

If you're comfortable, calmly ask the person to stop or step away. For online issues, block/report and preserve evidence (e.g., screenshots).

Report the Incident

In Person:

Approach a member of the Organising Committee or support team. They will guide you through the process and take action.

By phone or email:

Priyanka Swamy – +91 809 541 1945

Shreyas S – +91 733 861 5600

Send an email to: kalinga@kalingafoundation.org

Subject line: Incident Report – Elapid Symposium 2026

Confidentiality

All reports will be handled discreetly. Your identity will remain confidential, unless disclosure is necessary for safety or legal reasons.

Investigation & Resolution

Once an incident is reported, the organizing team will:

- Review the facts and gather any necessary information
- Take appropriate action, including mediation, warnings, or removal from the event
- In severe cases, notify authorities or take legal action

You will be updated on the outcome as much as legally and ethically possible.

Non-Retaliation Policy

We strictly prohibit retaliation against anyone reporting an incident in good faith. Any retaliation should be reported immediately and will be addressed with the same seriousness.

Together, we can create a safe, inclusive, and impactful experience for all.

Thank you for upholding the values of science, respect, and community at the Elapid Symposium 2026.

