

Bylaws of Paleo ECR India

1. Name of the Group

- The group shall be known as **Paleo ECR India**.

2. Definitions

- **Early Career Researcher (ECR)**: ECR is defined here as a researcher within 10 years of completing their highest degree (Master's/PhD), or under the age of 40. This includes current PhD students, postdoctoral researchers, and early-stage faculty/scientists.
- **Paleo ECR**: Paleo ECR refers to Early Career Researchers engaged in the field of paleosciences, encompassing Paleoclimatology, Paleogeography, Paleocology, Paleoenvironment, and Paleotectonics.

3. Purpose

- To connect ECRs of Indian origin working in paleosciences worldwide.
- To provide a platform for sharing research updates, opportunities, and collaborations.
- To organise seminars, talk series, workshops, and other academic networking activities.
- To foster diversity, equity, and inclusion in the paleoscience community.

4. Membership

- Open to all Indian ECRs working in paleosciences, irrespective of current location (India or abroad).
- Members are expected to maintain professionalism, respect, and academic integrity.
- Membership may be revoked if behaviour is inappropriate, disruptive, or against the interests of the group.

5. Core Committee

- A Core Committee will guide the group's activities.
- The **Founding President** will oversee activities.
- The **Core founding Members** will provide advice, suggestions, and guidance for the growth of Paleo ECR India.
- The **Working Members** handle the day-to-day functioning of the group.

6. Meetings

- Regular meetings (bi-monthly) will be held online.
- Agenda and minutes will be shared with all members.
- Decisions will be made collectively, preferably by consensus.

7. Activities

- **Organizing a Talk/Lecture Series**: general talks (ECR-focused) and specialized talks (methods, proxies, archives) from ECRs and subject specialists.

- Talks will typically be ~30 minutes long, welcoming and announcement ~5 minutes and 10 minutes Q&A and/or discussions; **45 minutes total**.
- Speakers may be nominated or self-nominated, and selection will prioritize inclusivity and disciplinary balance.
- Talks may be recorded and shared with the permission of the speaker.
- Sharing opportunities (conferences, workshops, jobs, cruises, collaborations).
- Exploring proposals for joint sessions in major conferences.

8. Communication

- WhatsApp/LinkedIn will be used for informal updates.
- Emails and shared documents (minutes, announcements) will be the official record.
- Recordings or materials from talks may be shared with the explicit consent of the speaker.

9. Code of Conduct

- All members and participants are expected to maintain respectful and inclusive behaviour in meetings, talks, and communications.
- Harassment, discrimination, or disruptive behaviour will not be tolerated.
- Complaints or concerns may be brought to the Core Committee, which will address them promptly and confidentially.

10. Equity, Diversity, and Inclusion

- The group is committed to promoting diversity in speakers, committee representation, and activities.
- Efforts will be made to accommodate different time zones and accessibility needs of members.
- Gender balance and representation from different sub-disciplines will be prioritised in events.

11. Sponsorship and Funding

- The group may seek sponsorship or funding in the future to support its activities.
- All funding sources will be transparently acknowledged.
- Financial support will not compromise the independence, integrity, or mission of the group.

12. Affiliations and Collaborations

- The group may collaborate with other national or international networks while maintaining its identity.
- Joint sessions or events may be co-organised to expand opportunities for members.

13. Conflict Resolution

- Disputes or grievances within the group will be addressed by the **Core Committees** (Founding and Working members).
- The **Founding President** will lead the process of resolution and has the authority to make the final call, after considering inputs from the Core Committee Members.

- All final decisions made by the **Founding President** will be binding on the group and shall be implemented in the best interest of Paleo ECR India.
- All grievances will be treated with confidentiality, fairness, and respect, to maintain harmony and trust within the group.

14. Amendments

- These bylaws may be updated as the group grows, based on collective feedback and agreement in meetings.