

## FASEB Conference Code of Conduct

FASEB convenes scientific conferences that foster the collegial exchange of ideas in a welcoming, respectful, inclusive, and collaborative environment. All conference participants, regardless of their role at the event, are expected to display acceptable behavior to ensure a safe and tolerant environment, whether the conference takes place in-person or online.

FASEB's Conference Code of Conduct is intended to prevent incidents of harassment, discrimination, and violence, and to maintain the highest quality of scientific discourse that participants have come to expect from FASEB conferences. By registering for a FASEB conference, each participant agrees to follow this Code of Conduct at all conference-related venues, including ancillary events and official and unofficial social gatherings in-person or virtually.

### **Expected Behavior:**

- Be respectful toward others and appreciate diversity, including communication differences and application of personal space
- Handle disagreement constructively
- Follow meeting and session protocols, including any health-related requirements
- Adhere to venue guidelines and safety regulations
- Act fairly, honestly, and in good faith with other participants

Any participant not meeting expected behavior may be immediately removed from the conference. Other recourses may be sought depending on the gravity of the inappropriate behavior.

### **Unacceptable Behavior includes, but is not limited to:**

- Intimidating, harassing, abusive, discriminatory, derogatory, or demeaning speech, text, or use of inappropriate visual images during conference-related events or in public venue spaces
- Recording and photography at scientific sessions or conference-related activities without permission
- Sustained disruption of conference sessions or events
- Clearly intoxicated behavior, regardless of the legality of the intoxicating substance
- Real or implied threat of physical, emotional, or professional harm

Anyone requested to stop unacceptable behavior is expected to comply immediately.

### **Reporting Unacceptable Behavior:**

To report behavior that constitutes an immediate or serious threat to public safety at an in-person conference, contact 911, or locate a house phone at the conference site and ask for security.

Unacceptable behavior or suspected unacceptable behavior at FASEB conferences should be reported immediately to the onsite FASEB representative, the conference chair, and/or contact [meetings@faseb.org](mailto:meetings@faseb.org). Note: for conferences receiving NIH funding, you may also file a complaint with the [HHS Office of Civil Rights \(OCR\)](#). Filing a complaint with FASEB is not required before filing a complaint with HHS OCR.

Immediate reporting is important to allow FASEB the opportunity to properly assess the situation and fashion an appropriate response that addresses the problem while being sensitive to the concerns of all who are affected.

Retaliation for reporting unacceptable behavior and vigilantism are also violations of this Code of Conduct. This includes any communications (including social media) that could be perceived as shaming or threatening.

Any reports of violations of FASEB's Conference Code of Conduct, as well as investigation findings and the final resolution, will be maintained as part of the conference record.

**Consequences of Unacceptable Behavior:**

Anyone requested to stop unacceptable behavior is expected to comply immediately. Anyone violating the Code of Conduct may be removed from the meeting.

FASEB reserves the right to enforce this Code of Conduct in any manner deemed appropriate. Anyone violating the Code of Conduct may be: (a) warned to cease the behavior and that any further reports will result in more serious sanctions (b) expelled from the meeting (without refund), c) prohibited from attending future FASEB conferences for a period of time (including indefinitely) and/or d) held accountable through notification of the individual's employer of the action taken regarding this violation. These steps are only examples of potential consequences, and FASEB reserves the right to select any and all appropriate recourses for violations of this Code of Conduct at its sole discretion, with or without prior warning or an opportunity to correct the behavior.

**Other:**

Conference participants understand that FASEB will not be held responsible for any defamatory, offensive, or illegal conduct of any participant, nor be held liable for personal injury, property damage, theft, or damage of any kind suffered by the participants at or in connection with a FASEB conference.

**Response to Reports:**

FASEB will take prompt and appropriate action, including appropriate investigation, in response to any report of alleged violations of this Code of Conduct, as determined by the relevant circumstances.

FASEB is very sensitive to the potential ramifications of making a report and will make every effort to keep the reporting individual's concerns confidential to the extent possible. However, confidentiality cannot be guaranteed.

Upon completion of the investigation, FASEB will take appropriate corrective measures against any person who has engaged in conduct in violation of this policy, if FASEB determines such measures are necessary. A specific timeline for any investigation or corrective action cannot be predicted in advance, as it will depend upon the nature of the allegations and the investigation process. Every effort will be made to act upon any report of alleged violations in a prompt and timely manner.